DOCUMENT RESUME

ED 386 967 HE 028 503

AUTHOR Howe, Richard D.; And Others
TITLE Salary-Trend Studies of Faculty for the Years 1991-92 and 1994-95 in the Following Academic Disciplines/Major Fields: Geography...Visual and Performing Arts.
INSTITUTION Appalachian Consortium, Inc., Boone, N.C.; College and Univ. Personnel Association, Washington, D.C.
PUB DATE 95
NOTE 360p.; For related documents, see HE 028 501-502. For earlier salary trends, see ED 381 115-116.
PUB TYPE Reports - Research/Technical (143)

EDRS PRICE MF01/PC15 Plus Postage.
DESCRIPTORS Academic Rank (Professional); Audiology; *College Faculty; Fire Science Education; Geology; Higher Education; History; Home Economics; *Intellectual Disciplines; Interdisciplinary Approach; Library Science; Mathematics; Music; Nursing; Philosophy; Physical Sciences; Physics; Police Education; Political Science; Psychology; Reading Teachers; Religion; Remedial Reading; Sociology; Special Education; Speech Language Pathology; Teacher Education; *Teacher Salaries; Theater Arts; *Trend Analysis; Visual Arts

ABSTRACT

This volume provides comparative trend data for faculty salaries in public and private colleges and universities, based on two surveys, one of public and the other of private senior colleges and universities. For those institutions (223 public and 345 private) participating in both 1991-92 and 1994-95 surveys, trend data are provided. For each discipline, a summary article provides a definition of the discipline and information on average salaries by rank, including "new assistant professor" and the faculty mix percentage. Comparisons are made between the two study years and with the consumer price index. Appended to each article are a list of all 41 disciplines surveyed and lists of public and private institutions participating in the specific discipline focused on in the summary article. Data and summary articles are provided for the following disciplines/major fields: geography; geology; history (general); home economics; library science; mathematics; multi/interdisciplinary studies; music (general); nursing (registered nurse training); philosophy and religion; physical sciences; physics (general); political science (general); protective services; psychology; reading teacher education; sociology; special education (general); speech pathology and audiology; teacher education; and visual and performing arts. (DB)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED 386 967

SALARY-TREND STUDIES OF FACULTY
FOR THE YEARS 1991-92 AND 1994-95
IN THE FOLLOWING
ACADEMIC DISCIPLINES/MAJOR FIELDS:

Geography; Geology; History, General; Home Economics; Library Science; Mathematics; Multi/Interdisciplinary Studies; Music, General; Nursing (R.N. Training); Philosophy and Religion; Physical Sciences; Physics, General; Political Science, General; Protective Services; Psychology; Reading Teacher Education; Sociology; Special Education, General; Speech Pathology and Audiology; Teacher Education; and, Visual and Performing Arts

by

Richard D. Howe and Associates
Appalachian State University
Boone, North Carolina 28608

HE 028 503

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)
☐ This document has been reproduced as received from the person or organization originating it.
☑ Minor changes have been made to improve reproduction quality.
- Points of view or opinions stated in this document do not necessarily represent official OERI position or policy

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY
Richard D. Howe

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

BEST COPY AVAILABLE

SALARY-TREND STUDIES OF FACULTY
FOR THE YEARS 1991-92 AND 1994-95
IN THE FOLLOWING
ACADEMIC DISCIPLINES/MAJOR FIELDS:

Geography; Geology; History, General; Home Economics; Library Science; Mathematics; Multi/Interdisciplinary Studies; Music, General; Nursing (R.N. Training); Philosophy and Religion; Physical Sciences; Physics, General; Political Science, General; Protective Services; Psychology; Reading Teacher Education; Sociology; Special Education, General; Speech Pathology and Audiology; Teacher Education; and, Visual and Performing Arts

by
Richard D. Howe and Associates
Appalachian State University
Boone, North Carolina 28608

Foreword

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, DC, in cooperation with Appalachian State University in Boone, NC, have conducted annual national faculty salary surveys by discipline and rank each year through 1994-95. Two separate surveys are conducted each year, one for public senior colleges and universities and the other for private senior colleges and universities.

Salary data from the 1991-92 and 1994-95 surveys were collected and tabulated for full-time teaching faculty in 41 selected academic disciplines/major fields, 21 of which are included herein in alphabetical order. The academic disciplines/major fields were chosen from among those defined by _A Classification of Instructional Programs, 1990_.

Each of the 21 academic disciplines/major fields herein presents a summary of the overall average salary increase in that academic discipline/major field from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95 for both public and private participating institutions. Of the 290 public institutions which participated in CUPA's public survey of 1991-92, 223 also participated in the 1994-95 survey. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's private survey of 1991-92, 345 also participated in the 1994-95 survey. Data from those same 345 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in the 21 individual academic disciplines/major fields for both public and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made in each of the 21 individual academic disciplines/major fields between the two public surveys and the two private surveys for each of the two study years (1991-92 and 1994-95) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The list of all 41 selected academic disciplines/major fields surveyed is found in Appendix A of each academic discipline/major field article included herein, and the lists of all participating senior colleges and universities are found in Appendixes B (public) and C (private) of each academic discipline/major field article included herein.

SALARY-TREND STUDY OF FACULTY IN GEOGRAPHY FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including geography. The _CIP_ defines the discipline/major field of geography as,

> An instructional program that describes the systematic study of the spatial distribution and interrelationships of people, natural resources, plant and animal life. Includes instruction in historical and political geography, cultural geography, economic and physical geography, regional science, cartographic methods, remote sensing, spatial analysis, and applications to areas such as land-use planning, development studies and analyses of specific countries, regions and resources.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 146--45.0701).]

The article summarizes the overall average salary increases in the discipline/major field of geography for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517

institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of geography for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 30.2 for associate professors of geography in the 1991-92 public study means that 30.2 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 0.98 for associate professors in the discipline/major field of geography in the 1991-92 public study means that their average salary is two percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of geography with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: Geography																		
PUBLIC 1991-92:																		
AVERAGE SALARY:	51883	262	89	40656	198	85	33004	175	84	32800	25	23	26842	20	16	42681	655	112
FAC MIX PCT:	40.0%			30.2%			26.7%			3.8%			3.1%			100.0%		
SALARY FACTOR:	0.99			0.98			0.95			0.96			1.03			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		
DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: Geography																		
PUBLIC, 1994-95:																		
AVERAGE SALARY:	56425	250	84	43130	191	84	36048	218	92	33872	35	30	30972	29	22	45205	688	116
FAC MIX PCT:	36.3%			27.8%			31.7%			5.1%			4.2%			100.0%		
SALARY FACTOR:	0.99			0.95			0.96			0.95			1.10			0.99		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		
DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: Geography																		
PRIVATE, 1991-92:																		
AVERAGE SALARY:	47945	22	15	37468	9	8	32399	20	11	29400	5	5	21000	1	1	39634	52	20
FAC MIX PCT:	42.3%			17.3%			38.5%			9.6%			1.9%			100.0%		
SALARY FACTOR:	0.90			0.92			0.95			0.91			0.77			0.95		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		
DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: Geography																		
PRIVATE, 1994-95:																		
AVERAGE SALARY:	63222	27	14	40296	14	10	36290	19	12				30000	1	1	49027	61	23
FAC MIX PCT:	44.3%			23.0%			31.1%						1.6%			100.0%		
SALARY FACTOR:	1.07			0.90			0.98						1.01			1.06		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of geography was reported in 112 of the 223 public institutions. The average salary of the 655 faculty was $42,681. This average salary was approximately 1.6 percent higher than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, geography was reported in 116 of the same 223 public institutions. The average salary of the 688 faculty was $45,205. This average salary was approximately 1.4 percent lower than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of geography in the public institutions studied was 5.9 percent ($45,205 minus $42,681 equals $2,524). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in geography average faculty salaries over the three-year period by 2.9 percent or an average of .97 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of geography (5.9%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.2 percent more than faculty in the discipline/major field of geography.

In the 1991-92 study the faculty mix percentage in geography is higher at the professor rank than at the assistant professor rank: 40.0 percent vs. 26.7 percent; in the 1994-95 study it is 36.3 percent vs. 31.7 percent. The differences in faculty mix percentage at the ranks of professor and assistant

professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in geography in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1991-92, 3.8 percent (25/655) vs. 4.2 percent (2,739/65,136) and higher in 1994-95, 5.1 percent (35/688) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of geography was reported in 20 of the 345 private institutions. The average salary of the 52 faculty was $39,634, an average salary 5.5 percent lower than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 23 of the same 345 private institutions reported geography. The average salary of the 61 faculty was $49,027, an average salary 5.9 percent higher than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in geography in the private institutions studies was 23.7 percent ($49,027 minus $39,634 equals $9,393). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of geography over the three-year time period, is 14.9 percent or 5 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to geography (23.7%), the faculty in ALL MAJOR FIELDS increased their salaries 13 percent (23.7% minus 10.7% equals 13%) less than faculty in geography.

For both studies in the discipline/major field of geography, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 42.3 percent vs. 38.5 percent (1991-92); and 44.3 percent vs. 31.1 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in geography was higher than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 9.6 percent (5/52) vs. 4.4 percent (1,526/34,295) and lower in the 1994-95 private study: 0 percent (0/61) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of geography and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,456 (.7%) faculty in the discipline/major field of geography participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of geography in 1991-92 were two percent above and five percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in geography in 1994-95 were one percent below and six percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in geography in the public institutions received an average annual salary increase of .97 percent below the cost-of-living. In contrast, in the private institutions the annual average salary increase was 5 percent above the cost-of-living.

Third, in both the 1991-92 and 1994-95 public and private studies in geography, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of geography is firmly established and on going in the academy.

Finally, the hiring rate for new assistant professors in geography in the 1991-92 public and 1994-95 private studies was lower than the hiring rate for ALL MAJOR FIELDS. However, the hiring rate for new assistant professors in geography in the 1994-95 public and 1991-92 private studies was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of geography has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/ SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

AREA, ETHNIC AND CULTURAL STUDIES

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY, GENERAL

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America, The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College,
  Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of
  Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande
  Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN GEOLOGY FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by *A Classification of Instructional Programs* (*CIP*), 1990, including geology. The *CIP* defines the discipline/major field of geology as,

> An instructional program that describes the scientific study of the earth; the forces acting upon it; and the behavior of the solids,liquids and gases comprising it. Includes instruction in historical geology, geomorphology, sedimentology, the chemistry of rocks and soils, stratigraphy, mineralogy, petrology, geostatistics, volcanology, glaciology, geophysical principles, and applications to research and industrial problems.*
>
> [**A Classification of Instructional Programs* (Washington, D.C.: National Center for Education Statistics, [1990]. p. 131--40.0601).]

The article summarizes the overall average salary increases in the discipline/major field of geology for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95.

Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of geology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 28.9 for associate professors of geology in the 1991-92 public study means that 28.9 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 0.98 for associate professors in the discipline/major field of geology in the 1991-92 public study means that their average salary is two percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of geology with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: Geology

PUBLIC 1991-92:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	52643	350	99	40666	204	84	33200	141	74	31477	22	21	28451	12	11	44899	707	113
FAC MIX PCT:	49.5%			28.9%			19.9%			3.1%			1.7%			100.0%		
SALARY FACTOR:	1.01			0.98			0.96			0.92			1.09			1.07		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: Geology

PUBLIC, 1994-95:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	56707	356	101	44602	190	83	36395	137	74	34189	28	26	26827	14	12	48814	697	118
FAC MIX PCT:	51.1%			27.3%			19.7%			4.0%			2.0%			100.0%		
SALARY FACTOR:	0.99			0.99			0.97			0.96			0.95			1.06		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: Geology

PRIVATE, 1991-92:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	63996	120	36	44897	53	28	33882	29	25	29250	2	2	27500	2	2	54395	204	51
FAC MIX PCT:	58.8%			26.0%			14.2%			1.0%			1.0%			100.0%		
SALARY FACTOR:	1.20			1.10			1.00			0.90			1.00			1.30		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: Geology

PRIVATE, 1994-95:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	70047	112	33	50247	56	34	37555	34	25	34320	5	4	34392	2	2	58847	204	52
FAC MIX PCT:	54.9%			27.5%			16.7%			2.5%			1.0%			100.0%		
SALARY FACTOR:	1.18			1.12			1.01			0.98			1.16			1.27		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of geology was reported in 113 of the 223 public institutions. The average salary of the 707 faculty was $44,899. This average salary was approximately 6.9 percent higher than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, geology was reported in 118 of the same 223 public institutions. The average salary of the 697 faculty was $48,814. This average salary was approximately 6.5 percent higher than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of geology in the public institutions studied was 8.7 percent ($48,814 minus $44,899 equals $3,915). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in geology average faculty salaries over the three-year period by .1 percent or an average of .03 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of geology (8.7%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .4 percent more than faculty in the disciplie/major field of geology.

In the 1991-92 study the faculty mix percentage in geology is higher at the professor rank than at the assistant professor rank: 49.5 percent vs. 19.9 percent; in the 1994-95 study it is 51.1 percent vs. 19.7 percent. The differences in faculty mix percentage at the ranks of professor and assistant

professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in geology in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1991-92, 3.1 percent (22/707) vs. 4.2 percent (2,739/65,136) and lower in 1994-95, 4.0 percent (28/697) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of geology was reported in 51 of the 345 private institutions. The average salary of the 204 faculty was $54,395, an average salary 30 percent higher than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 52 of the same 345 private institutions reported geology. The average salary of the 204 faculty was $58,847, an average salary 27.1 percent higher than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in geology in the private institutions studies was 8.2 percent ($58,847 minus $54,395 equals $4,452). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of geology over the three-year time period, is .6 percent or .2 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to geology (8.2%), the faculty in ALL MAJOR FIELDS increased their salaries 2.5 percent (10.7% minus 8.2% equals

2.5%) more than faculty in geology.

For both studies in the discipline/major field of geology, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 58.8 percent vs. 14.2 percent (1991-92); and 54.9 percent vs. 16.7 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in geology was lower than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 1 percent (2/204) vs. 4.4 percent (1,526/34,295) and lower in the 1994-95 private study: 2.5 percent (5/204) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of geology and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,812 (.1%) faculty in the discipline/major field of geology participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of geology in 1991-92 were seven percent and 30 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in geology in 1994-95 were six percent and 27 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in geology in the public institutions received an average annual salary increase of .03 percent below the cost-of-living. In the private institutions the annual average salary increase was .2 percent below the cost-of-living.

Third, in both the 1991-92 and 1994-95 public and private studies in geology, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of geology is firmly established and on going in the academy.

Finally, the hiring rate for new assistant professors in geology in both the 1991-92 and 1994-95 public and private studies was lower than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of geology has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America, The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College,
  Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of
  Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN HISTORY, GENERAL FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including history. The _CIP_ defines the discipline/major field of history as,

> An instructional program that generally describes the study and interpretation of the past including the gathering, recording, synthesizing and critizing of evidence and theories about past events. Includes instruction in historiography; historical research methods, studies of specific periods, issues and cultures; and applications to areas such as historic preservation, public policy, and records administration.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 146--45.0801).]

The article summarizes the overall average salary increases in the discipline/major field of history for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in

1994-95. Data from those same 34[illegible] institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of history for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 25.4 for associate professors of history in the 1991-92 public study means that 25.4 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 0.95 for associate professors in the discipline/major field of history in the 1991-92 public study means that their average salary is five percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of history with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC 1991-92: DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: History, General																		
AVERAGE SALARY:	50642	1120	190	39482	568	166	31165	504	159	30342	99	65	26344	41	32	42961	2233	195
FAC MIX PCT:	50.2%			25.4%			22.6%			4.4%			1.8%			100.0%		
SALARY FACTOR:	0.97			0.95			0.90			0.89			1.01			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		
PUBLIC, 1994-95: DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: History, General																		
AVERAGE SALARY:	55417	1049	188	42848	553	163	34210	540	166	32536	85	65	27693	57	39	46330	2199	195
FAC MIX PCT:	47.7%			25.1%			24.6%			3.9%			2.6%			100.0%		
SALARY FACTOR:	0.97			0.95			0.91			0.92			0.98			1.01		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		
PRIVATE, 1991-92: DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: History, General																		
AVERAGE SALARY:	50408	567	233	39816	388	173	31923	330	169	29781	57	46	25657	26	24	42129	1311	283
FAC MIX PCT:	43.2%			29.6%			25.2%			4.3%			2.0%			100.0%		
SALARY FACTOR:	0.95			0.98			0.94			0.92			0.94			1.01		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		
PRIVATE, 1994-95: DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: History, General																		
AVERAGE SALARY:	56864	596	235	43292	413	179	34474	341	186	32290	61	52	28880	42	33	46508	1392	285
FAC MIX PCT:	42.8%			29.7%			24.5%			4.4%			3.0%			100.0%		
SALARY FACTOR:	0.96			0.96			0.93			0.93			0.97			1.16		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of history was reported in 195 of the 223 public institutions. The average salary of the 2,233 faculty was $42,961. This average salary was approximately 2.3 percent higher than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, history was reported in 195 of the same 223 public institutions. The average salary of the 2,199 faculty was $46,330. This average salary was approximately 1 percent lower than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of history in the public institutions studied was 7.8 percent ($46,330 minus $42,961 equals $3,369). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in history average faculty salaries over the three-year period by 1 percent or an average of .3 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of history (7.8%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.3 percent more than the faculty in the discipline/major field of history.

In the 1991-92 study the faculty mix percentage in history is higher at the professor rank than at the assistant professor rank: 50.2 percent vs. 22.6 percent; in the 1994-95 study it is 47.7 percent vs. 24.6 percent. The differences in faculty mix percentage at the ranks of professor and assistant

professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in history in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1991-92, 4.4 percent (99/2,233) vs. 4.2 percent (2,739/65,136) nd lower in 1994-95, 3.9 percent (85/2,199) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of history was reported in 283 of the 345 private institutions. The average salary of the 1,311 faculty was $42,129, an average salary .7 percent higher than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 285 of the same 345 private institutions reported history. The average salary of the 1,392 faculty was $46,508, an average salary .4 percent higher than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in history in the private institutions studies was 10.4 percent ($46,508 minus $42,129 equals $4,379). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of history over the three-year time period, is 1.6 percent or .5 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to history (10.4%), the faculty in ALL MAJOR FIELDS increased their salaries .3 percent (10.7% minus 10.4% equals (.3%) more than faculty in history.

For both studies in the discipline/major field of history, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 43.2 percent vs. 25.2 percent (1991-92); and 42.8 percent vs. 24.5 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in history was lower than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 4.3 percent (57/1,311) vs. 4.4 percent (1,526/34,295) and the same in the 1994-95 private study: 4.4 percent (61/1,392) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of history and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,135 (3.6%) faculty in the discipline/major field of history participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of history in 1991-92 were two percent and one percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS

(1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in history in 1994-95 were one percent and 16 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in history in the public institutions received an average annual salary increase of .3 percent below the cost-of-living. In contrast, in the private institutions the annual average salary increase was .5 percent above the cost-of-living.

Third, in both the 1991-92 and 1994-95 public and private studies in history, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of history is firmly established and on going in the academy.

Finally, the hiring rate for new assistant professors in history in the public 1991-92 study was higher than the hiring rate for ALL MAJOR FIELDS. However, the hiring rate for new assistant professors in history in the public 1994-95 study and the private 1991-92 study was lower than the hiring rate for ALL MAJOR FIELDS. The hiring rate was the same as for ALL MAJOR FIELDS in the private 1994-95 study.

Because a significant data base of average faculty salaries in the academic discipline/major field of history has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/ SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America,
  The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central
  University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College,
  Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of
  Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande
  Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN HOME ECONOMICS FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including home economics. The _CIP_ defines the discipline/major field of home economics as,

> A summary of groups of instructional programs that describe the relationship of the physical, social, emotional, and intellectual environments to the development of individuals, homes and families, and the effects of these factors on society and the workplace.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 103--19).]

The article summarizes the overall average salary increases in the discipline/major field of home economics for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of home economics for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 32.6 for associate professors of home economics in the 1991-92 public study means that 32.6 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 0.96 for associate professors in the discipline/major field of home economics in the 1991-92 public study means that their average salary is four percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of home economics with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: HOME ECONOMICS																		
PUBLIC 1991-92:																		
MAJOR FIELD: Home Economics																		
AVERAGE SALARY:	49761	142	54	39846	252	69	33172	283	74	31973	36	22	26126	96	47	37520	773	85
FAC MIX PCT:	18.4%			32.6%			36.6%			4.7%			12.4%			100.0%		
SALARY FACTOR:	0.95			0.96			0.96			0.94			1.00			0.89		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		
DISCIPLINE: HOME ECONOMICS																		
PUBLIC, 1994-95:																		
MAJOR FIELD: Home Economics																		
AVERAGE SALARY:	55094	161	56	44028	248	64	35874	260	70	34897	33	21	27506	84	41	41736	753	79
FAC MIX PCT:	21.4%			32.9%			34.5%			4.4%			11.2%			100.0%		
SALARY FACTOR:	0.97			0.97			0.95			0.98			0.97			0.91		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
DISCIPLINE: HOME ECONOMICS																		
PRIVATE, 1991-92:																		
MAJOR FIELD: Home Economics																		
AVERAGE SALARY:	40041	12	9	36078	38	25	31002	57	29	29079	4	4	26888	5	4	33509	112	38
FAC MIX PCT:	10.7%			33.9%			50.9%			3.6%			4.5%			100.0%		
SALARY FACTOR:	0.75			0.88			0.91			0.90			0.98			0.80		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		
DISCIPLINE: HOME ECONOMICS																		
PRIVATE, 1994-95:																		
MAJOR FIELD: Home Economics																		
AVERAGE SALARY:	46169	10	9	39825	37	23	35597	40	22	35351	5	5	28487	8	7	37758	95	31
FAC MIX PCT:	10.5%			38.9%			42.1%			5.3%			8.4%			100.0%		
SALARY FACTOR:	0.78			0.89			0.96			1.01			0.96			0.82		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of home economics was reported in 85 of the 223 public institutions. The average salary of the 773 faculty was $37,520. This average salary was approximately 12 percent lower than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, home economics was reported in 79 of the same 223 public institutions. The average salary of the 753 faculty was $41,736. This average salary was approximately 9.9 percent lower than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of home economics in the public institutions studied was 11.2 percent ($41,736 minus $37,520 equals $4,216). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in home economics in average faculty salaries over the three-year period by 2.4 percent or an average of .8 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of home economics (11.2%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.1 percent less than faculty in the discipline/major field of home economics.

In the 1991-92 study the faculty mix percentage in home economics is lower at the professor rank than at the assistant professor rank: 18.4 percent vs. 36.6 percent; in the 1994-95 study it is 21.4 percent vs. 34.5 percent. The differences in faculty mix percentage at the ranks of professor and assistant

professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in home economics in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1991-92, 4.7 percent (36/773) vs. 4.2 percent (2,739/65,136) and lower in 1994-95, 4.4 percent (33/753) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of home economics was reported in 38 of the 345 private institutions. The average salary of the 112 faculty was $33,509, an average salary 24.8 percent lower than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 31 of the same 345 private institutions reported home economics. The average salary of the 95 faculty was $37,758, an average salary 22.6 percent lower than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in home economics in the private institutions studies was 12.7 percent ($37,758 minus $33,509 equals $4,249). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of home economics over the three-year time period, is 3.9 percent or 1.3 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to home economics (12.7%), the faculty in ALL MAJOR FIELDS increased their salaries 2 percent (12.7% minus 10.7% equals

2%) less than faculty in home economics.

For both studies in the discipline/major field of home economics, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 10.7 percent vs. 50.9 percent (1991-92); and 10.5 percent vs. 42.1 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in home economics was lower than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 3.6 percent (4/112) vs. 4.4 percent (1,526/34,295) and higher in the 1994-95 private study: 5.3 percent (5/95) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of home economics and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,733 (.9%) faculty in the discipline/major field of home economics participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of home economics in 1991-92 were 11 percent and 20 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in home economics in 1994-95 were nine percent and 18 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in home economics in the public institutions received an average annual salary increase of .8 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.3 percent above the cost-of-living.

Third, in both the 1991-92 and 1994-95 public and private studies in home economics, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of home economics is still an emerging discipline/major field in academia.

Finally, the hiring rate for new assistant professors in home economics in the 1991-92 public and the 1994-95 private studies was higher than the hiring rate of ALL MAJOR FIELDS. However, the hiring rate for new assistant professors in home economics in the 1994-95 public and 1991-92 private studies was lower than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of home economics has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

AREA, ETHNIC AND CULTURAL STUDIES

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY, GENERAL

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America, The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College,
  Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of
  Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN LIBRARY SCIENCE FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including library science. The _CIP_ defines the discipline/major field of library science as,

> A summary of groups of instructional programs that describe the knowledge and skills required to manage and/or maintain libraries and related information and record systems, collections and facilities for research and general use.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 113--25).]

The article summarizes the overall average salary increases in the discipline/major field of library science for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994--95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991--92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of library science for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 31.9 for associate professors of library science in the 1991-92 public study means that 31.9 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 0.93 for associate professors in the discipline/major field of library science in the 1991-92 public study means that their average salary is seven percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of library science with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
							DISCIPLINE: LIBRARY SCIENCE MAJOR FIELD: Library Science											
PUBLIC 1991-92:																		
AVERAGE SALARY:	50735	70	28	38855	97	34	33334	116	33	31247	11	11	26199	21	11	38610	304	43
FAC MIX PCT:	23.0%			31.9%			38.2%			3.6%			6.9%			100.0%		
SALARY FACTOR:	0.97			0.93			0.96			0.92			1.00			0.92		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		
							DISCIPLINE: LIBRARY SCIENCE MAJOR FIELD: Library Science											
PUBLIC, 1994-95:																		
AVERAGE SALARY:	55002	39	20	40407	82	27	34324	118	29	26515	4	4	27178	39	13	38017	278	34
FAC MIX PCT:	14.0%			29.5%			42.4%			1.4%			14.0%			100.0%		
SALARY FACTOR:	0.96			0.89			0.91			0.75			0.96			0.83		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
							DISCIPLINE: LIBRARY SCIENCE MAJOR FIELD: Library Science											
PRIVATE, 1991-92:																		
AVERAGE SALARY:	53863	9	9	36403	54	23	30004	74	31	25866	7	6	25154	19	13	33005	156	36
FAC MIX PCT:	5.8%			34.6%			47.4%			4.5%			12.2%			100.0%		
SALARY FACTOR:	1.01			0.89			0.88			0.80			0.92			0.79		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		
							DISCIPLINE: LIBRARY SCIENCE MAJOR FIELD: Library Science											
PRIVATE, 1994-95:																		
AVERAGE SALARY:	51485	6	6	39697	45	23	32364	66	26	30533	9	7	27029	19	10	34889	136	29
FAC MIX PCT:	4.4%			33.1%			48.5%			6.6%			14.0%			100.0%		
SALARY FACTOR:	0.87			0.88			0.87			0.88			0.91			0.75		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of library science was reported in 43 of the 223 public institutions. The average salary of the 304 faculty was $38,610. This average salary was approximately 8.8 percent lower than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, library science was reported in 34 of the same 223 public institutions. The average salary of the 278 faculty was $38,017. This average salary was approximately 20.6 percent lower than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of library science in the public institutions studied was -1.5 percent ($38,017 minus $38,610 equals -$593). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in library science average faculty salaries over the three-year period by 10.3 percent or an average of 3.4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of library science (-1.5%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 10.6 percent more than the faculty in the discipline/major field of library science.

In the 1991-92 study the faculty mix percentage in library science is lower at the professor rank than at the assistant professor rank: 23.0 percent vs. 38.2 percent; in the 1994-95 study it is 14.0 percent vs. 42.4 percent. The differences in faculty mix percentage at the ranks of professor and assistant

professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in library science in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1991-92, 3.6 percent (11/304) vs. 4.2 percent (2,739/65,136) and lower in 1994-95, 1.4 percent (4/278) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of library science was reported in 36 of the 345 private institutions. The average salary of the 156 faculty was $33,005, an average salary 26.7 percent lower than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 29 of the same 345 private institutions reported library science. The average salary of the 136 faculty was $34,889, an average salary 32.7 percent lower than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in library science in the private institutions studies was 5.7 percent ($34,889 minus $33,005 equals $1,884). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of library science over the three-year time period, is 3.1 percent or 1 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to library science (5.7%), the faculty in ALL MAJOR FIELDS increased their salaries 5 percent (10.7% minus 5.7% equals 5%) more than faculty in library science.

For both studies in the discipline/major field of library science, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 5.8 percent vs. 47.4 percent (1991-92); and 4.4 percent vs. 48.5 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in library science was higher than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 4.5 percent (7/156) vs. 4.4 percent (1,526/34,295) and higher in the 1994-95 private study: 6.6 percent (9/136) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of library science and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 874 (.4%) faculty in the discipline/major field of library science participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of library science in 1991-92 were eight percent and 21 percent below the average faculty salary factors for all ranks in ALL MAJOR

FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in library science in 1994-45 were 17 percent and 25 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in library science in the public institutions received an average annual salary increase of 3.4 percent below the cost-of-living. In the private institutions the annual average salary increase was 1 percent below the cost-of-living.

Third, in both the 1991-92 and 1994-95 public and private studies in library science, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of library science is still an emerging discipline/major field in academia.

Finally, the hiring rate for new assistant professors in library science in both the 1991-92 and 1994-95 public studies was lower than for ALL MAJOR FIELDS. However, the hiring rate for new assistant professors in library science in both the 1991-92 and 1994-95 private studies was higher than for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of library science has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

- ACCOUNTING
- ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
- ANTHROPOLOGY
- AREA, ETHNIC AND CULTURAL STUDIES
- BIOLOGICAL SCIENCES/LIFE SCIENCES
- BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
- BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
- BUSINESS/MANAGERIAL ECONOMICS
- BUSINESS MARKETING AND MARKETING MANAGEMENT
- CHEMISTRY, GENERAL
- COMMUNICATIONS
- COMPUTER AND INFORMATION SCIENCES
- COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
- DRAMA/THEATER ARTS, GENERAL
- ECONOMICS, GENERAL
- EDUCATION
- ENGINEERING
- ENGINEERING-RELATED TECHNOLOGIES
- ENGLISH LANGUAGE AND LITERATURE/LETTERS
- FOREIGN LANGUAGES AND LITERATURES
- GEOGRAPHY
- GEOLOGY
- HISTORY, GENERAL
- HOME ECONOMICS
- LIBRARY SCIENCE
- MATHEMATICS
- MULTI/INTERDISCIPLINARY STUDIES
- MUSIC, GENERAL
- NURSING (R.N. TRAINING)
- PHILOSOPHY AND RELIGION
- PHYSICAL SCIENCES
- PHYSICS, GENERAL
- POLITICAL SCIENCE, GENERAL
- PROTECTIVE SERVICES
- PSYCHOLOGY
- READING TEACHER EDUCATION
- SOCIOLOGY
- SPECIAL EDUCATION, GENERAL
- SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
- TEACHER EDUCATION
- VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America, The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College,
  Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of
  Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande
  Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN MATHEMATICS FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including mathematics. The _CIP_ defines the discipline/major field of mathematics as,

> A summary of groups of instructional programs that describe the systematic study of logical symbolic language and its applications.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 119--27).]

The article summarizes the overall average salary increases in the disciplines/major field of mathematics for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in

1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of mathematics for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 27.5 for associate professors of mathematics in the 1991-92 public study means that 27.5 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 0.99 for associate professors in the discipline/major field of mathematics in the 1991-92 public study means that their average salary is one percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of mathematics with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: MATHEMATICS MAJOR FIELD: Mathematics																		
PUBLIC 1991-92:																		
AVERAGE SALARY:	53127	1189	202	41185	1066	203	34363	1137	200	33753	155	90	24736	491	130	40764	3883	215
FAC MIX PCT:	30.6%			27.5%			29.3%			4.0%			12.6%			100.0%		
SALARY FACTOR:	1.02			0.99			0.99			0.99			0.94			0.97		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		
DISCIPLINE: MATHEMATICS MAJOR FIELD: Mathematics																		
PUBLIC, 1994-95:																		
AVERAGE SALARY:	58068	1250	203	44816	1092	205	36730	1075	208	35409	175	113	26626	476	112	44614	3893	216
FAC MIX PCT:	32.1%			28.1%			27.6%			4.5%			12.2%			100.0%		
SALARY FACTOR:	1.02			0.99			0.98			1.00			0.94			0.97		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: MATHEMATICS MAJOR FIELD: Mathematics																		
PRIVATE, 1991-92:																		
AVERAGE SALARY:	54743	593	218	40468	577	218	33276	602	248	32004	85	70	25502	146	95	41485	1918	310
FAC MIX PCT:	30.9%			30.1%			31.4%			4.4%			7.6%			100.0%		
SALARY FACTOR:	1.03			0.99			0.98			0.99			0.93			0.99		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		
DISCIPLINE: MATHEMATICS MAJOR FIELD: Mathematics																		
PRIVATE, 1994-95:																		
AVERAGE SALARY:	59768	639	222	44273	610	223	36430	581	248	35235	73	60	27046	114	75	46012	1944	314
FAC MIX PCT:	32.9%			31.4%			29.9%			3.8%			5.9%			100.0%		
SALARY FACTOR:	1.01			0.99			0.98			1.01			0.91			0.99		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of mathematics was reported in 215 of the 223 public institutions. The average salary of the 3,883 faculty was $40,764. This average salary was approximately 3.1 percent lower than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, mathematics was reported in 216 of the same 223 public institutions. The average salary of the 3,893 faculty was $44,614. This average salary was approximately 2.8 percent lower than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of mathematics in the public institutions studied was 9.4 percent ($44,614 minus $40,764 equals $3,850). The CPI of increase cost-of--living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in mathematics average faculty salaries over the three-year period by .6 percent or an average of .2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). IN comparison to the discipline/major field of mathematics (9.4%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .3 percent less than the faculty in the discipline-/major field of mathematics.

In the 1991-92 study the faculty mix percentage in mathematics is higher at the professor rank than at the assistant professor rank: 30.6 percent vs. 29.3 percent; in the 1994-95 study it is 32.1 percent vs. 27.6 percent. The differences in faculty mix percentage at the ranks of professor and assistant

professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in mathematics in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1991-92, 4.0 percent (155/3,883) vs. 4.2 percent (2,739/65,136) and the same in 1994-95, 4.5 percent (175/3,893) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of mathematics was reported in 310 of the 345 private institutions. The average salary of the 1,918 faculty was $41,485, an average salary .8 percent lower than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 314 of the same 345 private institutions reported mathematics. The average salary of the 1,944 faculty was $46,012, an average salary .6 percent lower than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in mathematics in the private institutions studies was 10.9 percent ($46,012 minus $41,485 equals $4,527). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of mathematics over the three-year time period, is 1.9 percent or .6 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to mathematics (10.9%), the faculty in ALL MAJOR FIELDS increased their salaries .2 percent (10.9% minus 10.7% equals

.2%) less than faculty in mathematics.

In the discipline/major field of mathematics, the faculty mix percentage in the 1991-92 study is lower in the professor rank in comparison to the assistant professor rank: 30.9 percent vs. 31.4 percent. In the 1994-95 study it is higher at the professor rank compared to the assistant professor rank: 32.9 vs. 29.9. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in mathematics was the same as the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 4.4 percent (85/1,918) vs. 4.4 percent (1,526/34,295) and lower in the 1994-95 private study: 3.8 percent (73/1,944) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of mathematics and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 11,638 (5.8%) faculty in the discipline/major field of mathematics participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of mathematics in 1991-92 were three percent and one percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in mathematics in 1994-95 were three percent and one percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in mathematics in the public institutions received an average annual salary increase of .2 percent above the cost-of-living. In the private institutions the annual average salary increase was .6 percent above the cost-of-living.

Third, in the private 1991-92 study the in mathematics, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank. However, in the 1991-92 and 1994-95 public studies and in the private 1994-95 study the FAC MIX PCTs are higher than those for the assistant professor rank, indicating that the discipline/major field of mathematics is firmly established and on going in the academy.

Finally, the hiring rate for new assistant professors in mathematics in the 1991-92 public study and the 1994-95 private study was lower than the hiring rate of ALL MAJOR FIELDS. However, in the public 1994-95 study and in the private 1991-92 study the hiring rate for new assistant professors in mathematics was the same as the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of mathematics has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/ SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America, The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College,
Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of
Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN MULTI/INTERDISCIPLINARY STUDIES FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe
and
Keith Alexander Erwin

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including multi/interdisciplinary studies. The _CIP_ defines the discipline/major field of multi/interdisciplinary studies as,

> A summary of groups of instructional program, the components of which derive from two or more separate instructional programs.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 121--30).]

The article summarizes the overall average salary increases in the discipline/major field of multi/interdisciplinary studies for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the

517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of multi/interdisciplinary studies for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 29.8 for associate professors of multi/interdisciplinary studies in the 91-92 public study means that 29.8 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 0.91 for associate professors in the discipline/major field of multi/interdisciplinary studies in the 1991-92 public study means that their average salary is nine percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of multi/interdisciplinary studies with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC 1991-92: DISCIPLINE: MULTI/INTERDISCIPLINARY STUDIES MAJOR FIELD: Multi/Interdisciplianry Studies																		
AVERAGE SALARY:	50304	78	31	37849	103	22	30513	143	22	31167	11	6	24448	22	6	36773	346	35
FAC MIX PCT:	22.5%			29.8%			41.3%			3.2%			6.4%			100.0%		
SALARY FACTOR:	0.96			0.91			0.88			0.91			0.93			0.88		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		
PUBLIC, 1994-95: DISCIPLINE: MULTI/INTERDISCIPLINARY STUDIES MAJOR FIELD: Multi/Interdisciplinary Studies																		
AVERAGE SALARY:	61573	77	26	42590	62	18	33910	125	16	36057	10	5	23005	64	7	39917	328	31
FAC MIX PCT:	23.5%			18.9%			38.1%			3.0%			19.5%			100.0%		
SALARY FACTOR:	1.08			0.94			0.90			1.01			0.81			0.87		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		
PRIVATE, 1991-92: DISCIPLINE: MULTI/INTERDISCIPLINARY STUDIES MAJOR FIELD: Multi/Interdisciplinary Studies																		
AVERAGE SALARY:	48639	60	18	37134	35	17	31770	41	19	29219	4	4	26176	24	8	38430	160	36
FAC MIX PCT:	37.5%			21.9%			25.6%			2.5%			15.0%			100.0%		
SALARY FACTOR:	0.91			0.91			0.94			0.90			0.96			0.92		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		
PRIVATE, 1994-95: DISCIPLINE: MULTI/INTERDISCIPLINARY STUDIES MAJOR FIELD:Multi/Interdisciplinary Studies																		
AVERAGE SALARY:	60241	39	16	46733	47	18	34811	24	15	38450	4	4	33868	5	4	48267	115	33
FAC MIX PCT:	33.9%			40.9%			20.9%			3.5%			4.3%			100.0%		
SALARY FACTOR:	1.02			1.04			0.94			1.10			1.14			1.04		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of multi/interdisciplinary studies was reported in 35 of the 223 public institutions. The average salary of the 346 faculty was $36,773. This average salary was approximately 14.2 percent lower than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, multi/-interdisciplinary studies was reported in 31 of the same 223 public institutions. The average salary of the 328 faculty was $39,917. This average salary was approximately 14.9 percent lower than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of multi/interdisciplinary studies in the public institutions studied was 8.5 percent ($39,917 minus $36,773 equals $3,144). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in multi/interdisciplinary studies average faculty salaries over the three-year period by .3 percent or an average of .1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of multi/interdisciplinary studies (8.5%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .6 percent more than the faculty in the discipline/major field of multi/interdisciplinary studies.

In the 1991-92 study the faculty mix percentage in multi/interdisciplinary studies is lower at the professor rank than at the assistant professor rank: 22.5 percent vs. 41.3 percent; in the 1994-95 study it is 23.5 percent vs. 38.1

percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in multi-/interdisciplinary studies in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1991-92, 3.2 percent (11/346) vs. 4.2 percent (2,739/65,136) and lower in 1994-95, 3.0 percent (10/328) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of multi/interdisciplinary studies was reported in 36 of the 345 private institutions. The average salary of the 160 faculty was $38,430, an average salary 8.8 percent lower than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 33 of the same 345 private institutions reported multi/interdisciplinary studies. The average salary of the 115 faculty was $48,267, an average salary 4.2 percent higher than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in multi/-interdisciplinary studies in the private institutions studies was 25.6 percent ($48,267 minus $38,430 equals $9,837). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of multi/interdisciplinary studies over the three-year time period, is 16.8 percent or 5.6 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR

FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to multi/interdisciplinary studies (25.6%), the faculty in ALL MAJOR FIELDS increased their salaries 14.9 percent (25.6% minus 10.7% equals 14.9%) less than faculty in multi/interdisciplinary studies.

For both studies in the discipline/major field of multi/interdisciplinary studies, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 37.5 percent vs. 25.6 percent (1991-92); and 33.9 percent vs. 20.9 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in multi/interdisciplinary studies was lower than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 2.5 percent (4/160) vs. 4.4 percent (1,526/34,295) and lower in the 1994-95 private study: 3.5 percent (4/115) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of multi/interdisciplinary studies and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions--were-conducted for the baseline year and for the trend year--a total of four studies. A total of 949 (.5%) faculty in the discipline/major field of multi/interdisciplinary studies participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of

199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of multi/interdisciplinary studies in 1991-92 were 12 percent and eight percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in multi/interdisciplinary studies in 1994-95 were 13 percent below and four percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in multi/interdisciplinary studies in the public institutions received an average annual salary increase of .1 percent below the cost-of-living. In contrast, in the private institutions the annual average salary increase was 5.6 percent above the cost-of-living.

Third, in the 1991-92 and 1994-95 public studies in multi/interdisciplinary studies, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in the public studies the discipline/major field of multi/interdisciplinary studies is still an emerging discipline/major filed in academia. In contrast, the 1991-92 and 1994-95 private studies in multi/interdisciplinary studies, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in the private studies the discipline/major field of multi/interdisciplinary studies is frimly established and on going in the academy.

Finally, the hiring rate for new assistant professors in multi/interdisiplinary studies in both the 1991-92 and 1994-95 public and private studies was lower than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of multi/interdisciplinary studies has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

Keith Alexander Erwin is a research educationist in the Office of Equal Opportunity at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America, The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College,
  Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of
  Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN MUSIC, GENERAL FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including music. The _CIP_ defines the discipline/major field of music as,

> An instructional program that generally describes the study and appreciation of music, and the study of music performance. Includes instruction in principles of harmony, musical notation, musical styles, the historical development of music, and the fundamentals of various musical instruments.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 167--50.0901).]

The article summarizes the overall average salary increases in the discipline/major field of music for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of music for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 30.9 for associate professors of music in the 1991-92 public study means that 30.9 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 0.91 for associate professors in the discipline/major field of music in the 1991-92 public study means that their average salary is nine percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of music with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Music, General																		
PUBLIC 1991-92:																		
AVERAGE SALARY:	48088	924	156	37760	845	161	30856	806	163	29298	103	70	25649	160	73	38506	2735	184
FAC MIX PCT:	33.8%			30.9%			29.5%			3.8%			5.9%			100.0%		
SALARY FACTOR:	0.92			0.91			0.89			0.86			0.98			0.92		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		
DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Music, General																		
PUBLIC, 1994-95:																		
AVERAGE SALARY:	52959	950	157	41066	882	166	33484	761	163	31175	113	74	27374	145	62	42360	2738	181
FAC MIX PCT:	34.7%			32.2%			27.8%			4.1%			5.3%			100.0%		
SALARY FACTOR:	0.93			0.91			0.89			0.88			0.97			0.92		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Music, General																		
PRIVATE, 1991-92:																		
AVERAGE SALARY:	45454	422	161	36600	447	170	30280	381	168	29918	52	40	25479	70	56	37017	1320	239
FAC MIX PCT:	32.0%			33.9%			28.9%			3.9%			5.3%			100.0%		
SALARY FACTOR:	0.85			0.90			0.89			0.92			0.93			0.88		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		
DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD:Music, General																		
PRIVATE, 1994-95:																		
AVERAGE SALARY:	49511	443	163	40133	464	177	32856	403	174	31037	49	41	28169	72	55	40394	1382	250
FAC MIX PCT:	32.1%			33.6%			29.2%			3.5%			5.2%			100.0%		
SALARY FACTOR:	0.84			0.89			0.89			0.89			0.95			0.87		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of music was reported in 184 of the 223 public institutions. The average salary of the 2,735 faculty was $38,506. This average salary was approximately 9.1 percent lower than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, music was reported in 181 of the same 223 public institutions. The average salary of the 2,738 faculty was $42,360. This average salary was approximately 8.2 percent lower than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of music in the public institutions studied was 10 percent ($42,360 minus $38,506 equals $3,854). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in music average faculty salaries over the three-year period by 1.2 percent or an average of .4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of music (10%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of.9 percent less than faculty in the discipline/major field of music.

In the 1991-92 study the faculty mix percentage in music is higher at the professor rank than at the assistant professor rank: 33.8 percent vs. 29.5 percent; in the 1994-95 study it is 34.7 percent vs. 27.8 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0

percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in music in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1991-92, 3.8 percent (103/2,735) vs. 4.2 percent (2,739/65,136) and lower in 1994-95, 4.1 percent (113/2,738) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of music was reported in 239 of the 345 private institutions. The average salary of the 1,320 faculty was $37,017, an average salary 13 percent lower than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 250 of the same 345 private institutions reported music. The average salary of the 1,382 faculty was $40,394, an average salary 14.6 percent lower than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in music in the private institutions studies was 9.1 percent ($40,394 minus $37,017 equals $3,377). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of music over the three-year time period, is .3 percent or .1 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to music (9.1%), the faculty in ALL MAJOR FIELDS increased their salaries 1.6 percent (10.7% minus 9.1% equals 1.6%) more than faculty in music.

For both studies in the discipline/major field of music, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 32 percent vs. 28.9 percent (1991-92); and 32.1 percent vs. 29.2 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in music was lower than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 3.9 percent (52/1,320) vs. 4.4 percent (1,526/34,295) and lower in the 1994-95 private study: 3.5 percent (49/1,382) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of music and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 8,175 (4.1%) faculty in the discipline/major field of music participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of music in 1991-92 were eight percent and 12 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS

(1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in music in 1994-95 were eight percent and 13 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in music in the public institutions received an average annual salary increase of .4 percent above the cost-of-livng. In the private institutions the annual average salary increase was .1 percent above the cost-of-living.

Third, in both the 1991-92 and 1994-95 public and private studies in music, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of music is firmly established and on going in the academy.

Finally, the hiring rate for new assistant professors in music in both the 1991-92 and 1994-95 public and private studies was lower than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of music has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/ SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America,
  The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central
  University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College,
  Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of
  Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN NURSING FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including nursing. The CIP defines the discipline/major field of nursing as,

> An instructional program that generally prepares individuals in the knowledge, techniques and procedures for promoting health, providing care for sick, disabled, deformed, or other individuals or groups. Includes instruction in administration of medication and treatments, assisting a physician during treatments and examinations, referring patients to physicians and other health care specialists, and planning education for health maintenance.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 179-180--51.1601).]

The article summarizes the overall average salary increases in the discipline/major field of nursing for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in

1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of nursing for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 26.4 for associate professors of nursing in the 1991-92 public study means that 26.4 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 0.96 for associate professors in the discipline/major field of nursing in the 1991-92 public study means that their average salary is four percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of nursing with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES MAJOR FIELD: Nursing (R.N. Training)																		
PUBLIC 1991-92:																		
AVERAGE SALARY:	51063	197	86	40182	578	130	32944	1059	136	31009	90	52	27690	356	75	35630	2190	142
FAC MIX PCT:	9.0%			26.4%			48.4%			4.1%			16.3%			100.0%		
SALARY FACTOR:	0.98			0.96			0.95			0.91			1.06			0.85		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		
DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES MAJOR FIELD: Nursing (R.N. Training)																		
PUBLIC, 1994-95:																		
AVERAGE SALARY:	54912	241	94	44087	593	129	36328	1119	134	34943	125	66	31681	361	82	39527	2314	145
FAC MIX PCT:	10.4%			25.6%			48.4%			5.4%			15.6%			100.0%		
SALARY FACTOR:	0.96			0.97			0.97			0.98			1.12			0.86		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		
DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES MAJOR FIELD: Nursing (R.N. Training)																		
PRIVATE, 1991-92:																		
AVERAGE SALARY:	46300	123	70	36852	321	102	31647	680	119	29214	80	46	27854	208	64	33662	1332	129
FAC MIX PCT:	9.2%			24.1%			51.1%			6.0%			15.6%			100.0%		
SALARY FACTOR:	0.87			0.90			0.93			0.90			1.02			0.80		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		
DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES MAJOR FIELD: Nursing (R.N. Training)																		
PRIVATE, 1994-95:																		
AVERAGE SALARY:	52236	140	74	41305	361	103	34955	732	119	34265	73	50	31576	257	70	37534	1490	127
FAC MIX PCT:	9.4%			24.2%			49.1%			4.9%			17.2%			100.0%		
SALARY FACTOR:	0.88			0.92			0.94			0.98			1.06			0.81		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of nursing was reported in 142 of the 223 public institutions. The average salary of the 2,190 faculty was $35,630. This average salary was approximately 17.9 percent lower than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, nursing was reported in 145 of the same 223 public institutions. The average salary of the 2,314 faculty was $39,527. This average salary was approximately 16 percent lower than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of nursing in the public institutions studied was 10.9 percent ($39,527 minus $35,630 equals $3,897). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison, with the CPI, there was a relative increase in nursing average faculty salaries over the three-year period by 2.1 percent or an average of .7 percent each year above the cost-of-living

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of nursing (10.9%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.8 percent less than the faculty in the discipline/major field of nursing.

In the 1991-92 study the faculty mix percentage in nursing is lower at the professor rank than at the assistant professor rank: 9.0 percent vs. 48.4 percent; in the 1994-95 study it is 10.4 percent vs. 48.4 percent. The differences in faculty mix percentage at the ranks of professor and assistant

professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in nursing in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1991-92, 4.1 percent (90/2,190) vs. 4.2 percent (2739/65,136) and higher in 1994-95, 5.4 percent (125/2,314) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of nursing was reported in 129 of the 345 private institutions. The average salary of the 1,332 faculty was $33,662, an average salary 24.3 percent lower than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 127 of the same 345 private institutions reported nursing. The average salary of the 1,490 faculty was $37,534, an average salary 23.4 percent lower than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in nursing in the private institutions studies was 11.5 percent ($37,534 minus $33,662 equals $3,872). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of nursing over the three-year time period, is 2.7 percent or .9 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to nursing (11.5%), the faculty in ALL MAJOR FIELDS increased their salaries .8 percent (11.5% minus 10.7% equals

.8%) less than faculty in nursing.

For both studies in the discipline/major field of nursing, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 9.2 percent vs. 51.1 percent (1991-92); and 9.4 percent vs. 49.1 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32.0 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in nursing was higher than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 6 percent (80/1,332) vs. 4.4 percent (1,526/34,295) and higher in the 1994-95 private study: 4.9 percent (73/1,490) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of nursing and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 7,326 (3.7%) faculty in the discipline/major field of nursing participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of nursing in 1991-92 were 15 percent and 20 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in nursing in 1994-95 were 14 percent and 19 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in nursing in the public institutions received an average annual salary increase of .7 percent above the cost-of-living. In the private institutions the annual average salary increase was .9 percent above the cost-of-living.

Third, in both the 1991-92 and 1994-95 public and private studies in nursing, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of nursing is still emerging in the academy.

Finally, the hiring rate for new assistant professors in nursing in the 1991-92 public study was lower than the hiring rate of ALL MAJOR FIELDS. However, in the hiring rate for new assistant professors in the 1994-95 public study and in the 1991-92 and 1994-95 private studies was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of nursing has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America,
The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central
University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas
College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute
of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College, Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN PHILOSOPHY AND RELIGION FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including philosophy and religion. The CIP defines the discipline/major field of philosophy and religion as,

> A summary of groups of instructional programs that describe the study of modes, methods and types of logical inquiry; and the study of organized systems of belief and related practices.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 127--38).]

The article summarizes the overall average salary increases in the discipline/major field of philosophy and religion for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517

institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of philosophy and religion for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 28.3 for associate professors of philosophy and religion in the 1991-92 public study means that 28.3 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 0.96 for associate professors in the discipline/major field of philosophy and religion in the 1991-92 public study means that their average salary is four percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of philosophy and religion with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC 1991-92:	DISCIPLINE: PHILOSOPHY AND RELIGION MAJOR FIELD: Philosophy and Religion																	
AVERAGE SALARY:	51418	416	134	40073	269	109	31605	240	107	30063	32	27	25614	24	18	42539	949	158
FAC MIX PCT:	43.8%			28.3%			25.3%			3.4%			2.5%			100.0%		
SALARY FACTOR:	0.98			0.96			0.91			0.88			0.98			1.01		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		
PUBLIC, 1994-95:	DISCIPLINE: PHILOSOPHY AND RELIGION MAJOR FIELD: Philosophy and Religion																	
AVERAGE SALARY:	56321	412	131	42885	282	118	34756	239	107	32444	29	26	25968	24	18	46215	957	159
FAC MIX PCT:	43.1%			29.5%			25.0%			3.0%			2.5%			100.0%		
SALARY FACTOR:	0.99			0.95			0.92			0.91			0.92			1.01		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		
PRIVATE, 1991-92:	DISCIPLINE: PHILOSOPHY AND RELIGION MAJOR FIELD: Philosophy and Religion																	
AVERAGE SALARY:	47830	666	240	38535	463	194	31472	433	192	29509	64	49	24019	50	43	40028	1612	288
FAC MIX PCT:	41.3%			28.7%			26.9%			4.0%			3.1%			100.0%		
SALARY FACTOR:	0.90			0.94			0.93			0.91			0.88			0.96		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		
PRIVATE, 1994-95:	DISCIPLINE: PHILOSOPHY AND RELIGION MAJOR FIELD:Philosophy and Religion																	
AVERAGE SALARY:	53741	654	229	42120	541	201	34112	482	196	32062	89	64	29110	54	45	43875	1731	283
FAC MIX PCT:	37.8%			31.3%			27.8%			5.1%			3.1%			100.0%		
SALARY FACTOR:	0.91			0.94			0.92			0.92			0.98			0.95		
	ALL MAJOR FIELDS																	
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of philosophy and religion was reported in 158 of the 223 public institutions. The average salary of the 949 faculty was $42,539. This average salary was approximately 1.3 percent higher than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, philosophy and religion was reported in 159 of the same 223 public institutions. The average salary of the 957 faculty was $46,215. This average salary was approximately .8 percent higher than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of philosophy and religion in the public institutions studied was 8.6 percent ($46,215 minus $42,539 equals $3,676). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in philosophy and religion average faculty salaries over the three-year period by .2 percent or an average of .06 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of philosophy and religion (8.6%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .5 percent more than the discipline/-major field of philosophy and religion.

In the 1991-92 study the faculty mix percentage in philosophy and religion is higher at the professor rank than at the assistant professor rank: 43.8 percent vs. 25.3 percent; in the 1994-95 study it is 43.1 percent vs. 25.0 percent. The differences in faculty mix percentage at the ranks of professor

and assistant professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in philosophy and religion in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1991-92, 3.4 percent (32/949) vs. 4.2 percent (2,739/65,136) and lower in 1994-95, 3.0 percent (29/957) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of philosophy and religion was reported in 288 of the 345 private institutions. The average salary of the 1,612 faculty was $40,028, an average salary 4.5 percent lower than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 283 of the same 345 private institutions reported philosophy and religion. The average salary of the 1,731 faculty was $43,875, an average salary 5.5 percent lower than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in philosophy and religion in the private institutions studies was 9.6 percent ($43,875 minus $40,028 equals $3,847). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of philosophy and religion over the three-year time period, is .8 percent or .27 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to philosophy and religion (9.6%), the faculty in ALL MAJOR FIELDS increased their salaries 1.1 percent (10.7% minus

9.6% equals 1.1%) more than faculty in philosophy and religion.

For both studies in the discipline/major field of philosophy and religion, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 41.3 percent vs. 26.9 percent (1991-92); and 37.8 percent vs. 27.8 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in philosophy and religion was lower than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 4 percent (64/1,612) vs. 4.4 percent (1,526/34,295) and higher in the 1994-95 private study: 5.1 percent (89/1,731) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of philosophy and religion and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 5,249 (2.6%) faculty in the discipline/major field of philosophy and religion participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of philosophy and religion in 1991-92 were one percent above and four percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in philosophy and religion in 1994-95 were one percent above and five percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in philosophy and religion in the public institutions received an average annual salary increase of .06 below the cost-of-living. In contrast, in the private institutions the annual average salary increase was .27 percent above the cost-of-living.

Third, in both the 1991-92 and 1994-95 public and private studies in philosophy and religion, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of philosophy and religion is firmly established and on going in the academy.

Finally, the hiring rate for new assistant professors in philosophy and religion in the public 1991-92 and 1994-95 studies and the 1991-92 private study was lower than the hiring rates of ALL MAJOR FIELDS. However, the hiring rate for new assistant professors in philosophy and religion in the private 1994-95 study was higher than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of philosophy and religion has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

AREA, ETHNIC AND CULTURAL STUDIES

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY, GENERAL

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America,
The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central
University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College,
Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of
Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande
Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN PHYSICAL SCIENCES FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including physical sciences. The CIP defines the discipline/major field of physical sciences as,

> A summary of groups of instructional programs that describe the scientific study of inanimate objects, processes of matter and energy, and associated phenomena.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 129--40).]

The article summarizes the overall average salary increases in the discipline/major field of physical sciences for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517

institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of physical sciences for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 22.1 for associate professors of physical sciences in the 1991-92 public study means that 22.1 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 0.98 for associate professors in the discipline/major field of physical sciences in the 1991-92 public study means that their average salary is two percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of physical sciences with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: Physical Sciences

PUBLIC 1991-92:

	PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
AVERAGE SALARY:	54261 273 54	41012 133 45	33853 153 48	33478 23 15	25976 43 19	44127 602 66
FAC MIX PCT:	45.3%	22.1%	25.4%	3.8%	7.1%	100.0%
SALARY FACTOR:	1.04	0.98	0.98	0.98	0.99	1.05

ALL MAJOR FIELDS

	PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
AVERAGE SALARY:	52287 22182	41655 18502	34645 19555	34091 2739	26184 4897	42008 65136 223
FAC MIX PCT:	34.1%	28.4%	30.0%	4.2%	7.5%	100.0%

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: Physical Sciences

PUBLIC, 1994-95:

	PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
AVERAGE SALARY:	55445 196 45	42943 114 44	35687 96 44	34094 18 14	27870 28 17	46012 434 55
FAC MIX PCT:	45.2%	26.3%	22.1%	4.1%	6.5%	100.0%
SALARY FACTOR:	0.97	0.95	0.95	0.96	0.99	1.00

ALL MAJOR FIELDS

	PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
AVERAGE SALARY:	57085 22149	45274 18740	37623 18958	35528 2910	28245 4661	45850 64508 223
FAC MIX PCT:	34.3%	29.1%	29.4%	4.5%	7.2%	100.0%

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: Physical Sciences

PRIVATE, 1991-92:

	PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
AVERAGE SALARY:	40792 29 18	34792 21 17	31036 49 26	28380 6 6	24083 8 7	33897 107 45
FAC MIX PCT:	27.1%	19.6%	45.8%	5.6%	7.5%	100.0%
SALARY FACTOR:	0.77	0.85	0.91	0.88	0.88	0.81

ALL MAJOR FIELDS

	PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
AVERAGE SALARY:	53271 10972	40828 10319	33952 11061	32431 1526	27392 1943	41830 34295 345
FAC MIX PCT:	32.0%	30.1%	32.3%	4.4%	5.7%	100.0%

DISCIPLINE: PHYSICAL SCIENCES
MAJOR FIELD: Physical Sciences

PRIVATE, 1994-95:

	PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
AVERAGE SALARY:	44208 26 17	34550 19 11	30676 31 19	30120 5 5	26363 3 2	35897 79 33
FAC MIX PCT:	32.9%	24.1%	39.2%	6.3%	3.8%	100.0%
SALARY FACTOR:	0.75	0.77	0.83	0.86	0.89	0.78

ALL MAJOR FIELDS

	PROF SALARY NUM N/IN	ASSO PROF SALARY NUM N/IN	ASST PROF SALARY NUM N/IN	NEW ASST PROF SALARY NUM N/IN	INSTRUCTOR SALARY NUM N/IN	ALL RANKS SALARY NUM N/IN
AVERAGE SALARY:	59153 11524	44902 11058	37038 11168	34890 1577	29737 1747	46308 35497 345
FAC MIX PCT:	32.5%	31.2%	31.5%	4.4%	4.9%	100.0%

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of physical sciences was reported in 66 of the 223 public institutions. The average salary of the 602 faculty was $44,127. This average salary was approximately 5 percent higher than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, physical sciences was reported in 55 of the same 223 public institutions. The average salary of the 434 faculty was $46,012. This average salary was approximately .3 percent higher than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of physical sciences in the public institutions studied was 4.3 percent ($46,012 minus $44,127 equals $1,885). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in physical sciences average faculty salaries over the three-year period by 4.5 percent or an average of 1.5 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of physical sciences (4.3%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 4.8 percent more than the faculty in the discipline/major field of physical sciences.

In the 1991-92 study the faculty mix percentage in physical sciences is higher at the professor rank than at the assistant professor rank: 45.3 percent vs. 25.4 percent; in the 1994-95 study it is 45.2 percent vs. 22.1 percent. The differences in faculty mix percentage at the ranks of professor and assistant

professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in physical sciences in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1991-92, 3.8 percent (23/602) vs. 4.2 percent (2,739/65,136) and lower in 1994-95, 4.1 percent (18/434) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of physical sciences was reported in 45 of the 345 private institutions. The average salary of the 107 faculty was $33,897, an average salary 23.4 percent lower than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 33 of the same 345 private institutions reported physical sciences. The average salary of the 79 faculty was $35,897, an average salary 29 percent lower than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in physical sciences in the private institutions studies was 5.9 percent ($35,897 minus $33,897 equals $2,000). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of physical sciences over the three-year time period, is 2.9 percent or .97 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to physical sciences (5.9%), the faculty in ALL MAJOR FIELDS increased their salaries 4.8 percent (10.7% minus 5.9%

equals 4.8%) more than faculty in physical sciences.

For both studies in the discipline/major field of physical sciences, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 27.1 percent vs. 45.8 percent (1991-92); and 32.9 percent vs. 39.2 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in physical sciences was higher than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 5.6 percent (6/107) vs. 4.4 percent (1,526/34,295) and higher in the 1994-95 private study: 6.3 percent (5/79) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of physical sciences and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,222 (.6%) faculty in the discipline/major field of physical sciences participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of physical sciences in 1991-92 were five percent above and

19 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in physical sciences in 1994-95 were the same and 22 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in physical sciences in the public institutions received an average annual salary increase of 1.5 percent below the cost-of-living. In the private institutions the annual average salary increase was .97 percent below the cost-of-living.

Third, in both the 1991-92 and 1994-95 public studies in physical sciences, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in the public studies the discipline/major field of physical sciences is firmly established and on going in the academy. However, in the 1991-92 and 1994-95 private studies in physical sciences, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in the private studies the discipline/major field of physical sciences is still an emerging discipline/major field in academia.

Finally, while the hiring rate for new assistant professors in physical sciences in both the 1991-92 and 1994-95 public studies was lower than the hiring rate of ALL MAJOR FIELDS, the hiring rate for new assistant professors in the 1991-92 1994-95 private studies was higher than for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of physical sciences has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America,
  The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central
  University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas
College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute
of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College,
  Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of
  Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande
  Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN PHYSICS FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including physics. The CIP defines the discipline/major field of physics as,

> An instructional program that generally describes the scientific study of matter and energy, and the formulation and testing of the laws governing the behavior of the matter-energy continuum. Includes instruction in classical and modern physics, electricity and magnetism, thermodynamics, mechanics, wave properites, nuclear processes, relativity and quantum theory, quantitative methods, and laboratory methods.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 133--40.0801).]

The article summarizes the overall average salary increases in the discipline/major field of physics for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in

1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of physics for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 24.6 for associate professors of physics in the 1991-92 public study means that 24.6 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 1.00 for associate professors in the discipline/major field of physics in the 1991-92 public study means that their average salary is the same as the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of physics with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

```
                                                        NEW
                              ASSO          ASST        ASST
            PROF              PROF          PROF        PROF          INSTRUCTOR        ALL RANKS
       SALARY NUM N/IN   SALARY NUM N/IN SALARY NUM N/IN SALARY NUM N/IN SALARY NUM N/IN SALARY NUM    N/IN

                                         DISCIPLINE: PHYSICAL SCIENCES
PUBLIC 1991-92:                          MAJOR FIELD: Physics, General
AVERAGE
SALARY: 54566  679 153   41744  323 127   34798  275 121   33405   53  40   24858   36  27   46455  1313 173
FAC MIX
PCT:    51.7%            24.6%            20.9%            4.0%             2.7%             100.0%
SALARY
FACTOR:  1.04             1.00             1.00            0.98             0.95              1.11

                                              ALL MAJOR FIELDS
AVERAGE
SALARY: 52287 22182      41655 18502      34645 19555      34091 2739       26184 4897       42008 65136 223
FAC MIX
PCT:    34.1%            28.4%            30.0%            4.2%             7.5%             100.0%

                                         DISCIPLINE: PHYSICAL SCIENCES
PUBLIC, 1994-95:                         MAJOR FIELD: Physics, General
AVERAGE
SALARY: 59497  628 150   45269  345 131   38280  284 128   35840   59  44   26333   27  22   50284  1284 176
FAC MIX
PCT:    48.9%            26.9%            22.1%            4.6%             2.1%             100.0%
SALARY
FACTOR:  1.04             1.00             1.02            1.01             0.93              1.10

                                              ALL MAJOR FIELDS
AVERAGE
SALARY: 57085 22149      45274 18740      37623 18958      35528 2910       28245 4661       45850 64508 223
FAC MIX
PCT:    34.3%            29.1%            29.4%            4.5%             7.2%             100.0%

-------------------------------------------------------------------------------------------------------------

                                         DISCIPLINE: PHYSICAL SCIENCES
PRIVATE, 1991-92:                        MAJOR FIELD: Physics, General
AVERAGE
SALARY: 59014  158  81   42274  226 124   35051  177 111   30568   25  23   26863   14  14   48742   825 211
FAC MIX
PCT:    49.5%            27.4%            21.5%            3.0%             1.7%             100.0%
SALARY
FACTOR:  1.11             1.04             1.03            0.94             0.98              1.17

                                              ALL MAJOR FIELDS
AVERAGE
SALARY: 53271 10972      40828  10319     33952 11061      32431 1526       27392 1943       41830 34295 345
FAC MIX
PCT:    32.0%            30.1%            32.3%            4.4%             5.7%             100.0%

                                         DISCIPLINE: PHYSICAL SCIENCES
PRIVATE, 1994-95:                        MAJOR FIELD: Physics, General
AVERAGE
SALARY: 65663  406 144   46287  220 125   38560  196 116   34202   27  24   29644   10   9   53722   832 214
FAC MIX
PCT:    48.8%            26.4%            23.6%            3.2%             1.2%             100.0%
SALARY
FACTOR:  1.11             1.03             1.04            0.98             1.00              1.16

                                              ALL MAJOR FIELDS
AVERAGE
SALARY: 59153 11524      44902 11058      37038 11168      34890 1577       29737 1747       46308 35497 345
FAC MIX
PCT:    32.5%            31.2%            31.5%            4.4%             4.9%             100.0%
```

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of physics was reported in 173 of the 223 public institutions. The average salary of the 1,313 faculty was $46,455. This average salary was approximately 10.6 percent higher than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, physics was reported in 176 of the same 223 public institutions. The average salary of the 1,284 faculty was $50,284. This average salary was approximately 9.7 percent higher than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of physics in the public institutions studied was 8.2 percent ($50,284 minus $46,455 equals $3,829). The CPI of increase cost-of--living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in physics average faculty salaries over the three-year period by .6 percent or an average of .2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of physics (8.2%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .9 percent more than the faculty in the discipline/major field of physics.

In the 1991-92 study the faculty mix percentage in physics is higher at the professor rank than at the assistant professor rank: 51.7 percent vs. 20.9 percent; in the 1994-95 study it is 48.9 percent vs. 22.1 percent. The differences in faculty mix percentage at the ranks of professor and assistant

professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in physics in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1991-92, 4.0 percent (53/1,313) vs. 4.2 percent (2,739/65,136) and higher in 1994-95, 4.6 percent (59/1,284) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of physics was reported in 211 of the 345 private institutions. The average salary of the 825 faculty was $48,742, an average salary 16.5 percent higher than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 214 of the same 345 private institutions reported physics. The average salary of the 832 faculty was $53,722, an average salary 16 percent higher than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in physics in the private institutions studies was 10.2 percent ($53,722 minus $48,742 equals $4,980). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of physics over the three-year time period, is 1.4 percent or .47 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to physics (10.2%), the faculty in ALL MAJOR FIELDS increased their salaries .5 percent (10.7% minus 10.2% equals .5%)

more than faculty in physics.

For both studies in the discipline/major field of physics, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 49.5 percent vs. 21.5 percent (1991-92); and 48.8 percent vs. 23.6 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in physics was lower than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 3 percent (25/825) vs. 4.4 percent (1,526/34,295) and lower in the 1994-95 private study: 3.2 percent (27/832) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of physics and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,254 (2.1%) faculty in the discipline/major field of physics participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of physics in 1991-92 were 11 percent and 17 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in physics in 1994-95 were ten percent and 16 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in physics in the public institutions received an average annual salary increase of .2 percent below the cost-of-living. In contrast, in the private institutions the annual average salary increase was .47 percent above the cost-of-living.

Third, in both the 1991-92 and 1994-95 public and private studies in physics, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of physics is firmly established and on going in the academy.

Finally, the hiring rate for new assistant professors in physics in the public 1994-95 study was higher than the hiring rate of ALL MAJOR FIELDS. However, the hiring rate for new assistant professors in physics in the public 1991-92 study and the private 1991-92 and 1994-95 studies was lower than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of physics has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/ SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

AREA, ETHNIC AND CULTURAL STUDIES

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY, GENERAL

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America, The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College, Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande
  Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)

Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN POLITICAL SCIENCE, GENERAL FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe
and
Keith Alexander Erwin

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including political science. The CIP defines the discipline/major field of political science as,

> An instructional program that describes the systematic study of political institutions and behavior. Includes instruction in political philosophy, political theory, comparative government and politics, political parties and interest groups, public opinion, political research methods, studies of the government and politics of specific countries, and studies of specific political institutions and processes.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 147--45.1001).]

The article summarizes the overall average salary increases in the discipline/major field of political science for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994--95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991--92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in

1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of political science for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 27.7 for associate professors of political science in the 1991-92 public study means that 27.7 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 0.97 for associate professors in the discipline/major field of political science in the 1991-92 public study means that their average salary is three percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of political science with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: Political Science, General																		
PUBLIC 1991-92:																		
AVERAGE SALARY:	52141	606	170	40227	414	155	32103	423	147	31697	72	53	26893	53	37	42283	1496	185
FAC MIX PCT:	40.5%			27.7%			28.3%			4.8%			3.5%			100.0%		
SALARY FACTOR:	1.00			0.97			0.93			0.93			1.03			1.01		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		
DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: Political Science, General																		
PUBLIC, 1994-95:																		
AVERAGE SALARY:	56835	581	161	43215	410	154	35267	408	143	33996	66	44	28785	36	29	46108	1435	181
FAC MIX PCT:	40.5%			28.6%			28.4%			4.6%			2.5%			100.0%		
SALARY FACTOR:	1.00			0.95			0.94			0.96			1.02			1.01		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: Political Science, General																		
PRIVATE, 1991-92:																		
AVERAGE SALARY:	54592	348	154	40540	257	141	32473	261	140	30528	38	34	28935	32	24	43227	898	225
FAC MIX PCT:	38.8%			28.6%			29.1%			4.2%			3.6%			100.0%		
SALARY FACTOR:	1.02			0.99			0.96			0.94			1.06			1.03		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		
DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD:Political Science, General																		
PRIVATE, 1994-95:																		
AVERAGE SALARY:	60423	378	167	44175	287	153	36166	265	135	33842	40	33	33752	34	24	47977	964	235
FAC MIX PCT:	39.2%			29.8%			27.5%			4.1%			3.5%			100.0%		
SALARY FACTOR:	1.02			0.98			0.98			0.97			1.14			1.04		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of political science was reported in 185 of the 223 public institutions. The average salary of the 1,496 faculty was $42,283. This average salary was approximately .6 percent higher than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, political science was reported in 181 of the same 223 public institutions. The average salary of the 1,435 faculty was $46,108. This average salary was approximately .5 percent higher than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of political science in the public institutions studied was 9.0 percent ($46,108 minus $42,283 equals $3,825). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in political science average faculty salaries over the three-year period by .2 percent or an average of .07 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of political science (9.0%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .1 percent more than faculty in the discipline-/major field of political science.

In the 1991-92 study the faculty mix percentage in political science is higher at the professor rank than at the assistant professor rank: 40.5 percent vs. 28.3 percent; in the 1994-95 study it is 40.5 percent vs. 28.4 percent. The differences in faculty mix percentage at the ranks of professor and assistant

professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in political science in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1991-92, 4.8 percent (72/1,496) vs. 4.2 percent (2,739/65,136) and higher in 1994-95, 4.6 percent (66/1,435) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of political science was reported in 225 of the 345 private institutions. The average salary of the 898 faculty was $43,227, an average salary 3.3 percent higher than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 235 of the same 345 private institutions reported political science. The average salary of the 964 faculty was $47,977, an average salary 3.6 percent higher than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in political science in the private institutions studies was 11 percent ($47,977 minus $43,227 equals $4,750). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of political science over the three-year time period, is 2.2 percent or .7 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to political science (11%), the faculty in ALL MAJOR FIELDS increased their salaries .3 percent (11% minus 10.7% equals

.3%) less than faculty in political science.

For both studies in the discipline/major field of political science, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 38.8 percent vs. 29.1 percent (1991-92); and 39.2 percent vs. 27.5 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in political science was lower than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 4.2 percent (38/898) vs. 4.4 percent (1,526/34,295) and lower in the 1994-95 private study: 4.1 percent (40/964) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of political science and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,793 (2.4%) faculty in the discipline/major field of political science participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of political science in 1991-92 were one percent and three percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in political science in 1994-95 were one percent and four percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in political science in the public institutions received an average annual salary increase of .07 percent above the cost-of-living. In the private institutions the annual average salary increase was .7 percent above the cost-of-living.

Third, in· both the 1991-92 and 1994-95 public and private studies in political science, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of political science is firmly established and on going in the academy.

Finally, the hiring rate for new assistant professors in political science in the 1991-92 and 1994-95 public studies was higher than the hiring rate of ALL MAJOR FIELDS. However, in the 1991-92 and 1994-95 private studies the hiring rate for new assistant professorsin political science was lower than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of political science has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

Keith Alexander Erwin is a research educationist in the Office of Equal Opportunity at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America, The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College,
  Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of
  Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande
  Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN PROTECTIVE SERVICES FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe
and
Keith Alexander Erwin

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including protective services. The _CIP_ defines the discipline/major field of protective services as,

> A summary of groups of instructional programs that describe the principles and procedures for providing police, fire, and other safety services, and for managing penal institution.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 139--43).]

The article summarizes the overall average salary increases in the discipline/major field of protective services for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517

institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of protective services for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 33.3 for associate professors of protective services in the 1991-92 public study means that 33.3 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 0.93 for associate professors in the discipline/major field of protective services in the 1991-92 public study means that their average salary is seven percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of protective services with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

DISCIPLINE: PROTECTIVE SERVICES
MAJOR FIELD: Protective Services

PUBLIC 1991-92:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	48194	85	41	38793	116	46	32238	120	47	31896	16	13	28728	27	19	38048	348	55
FAC MIX PCT:	24.4%			33.3%			34.5%			4.6%			7.8%			100.0%		
SALARY FACTOR:	0.92			0.93			0.93			0.94			1.10			0.91		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		

DISCIPLINE: PROTECTIVE SERVICES
MAJOR FIELD: Protective Services

PUBLIC, 1994-95:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	53278	112	47	43851	127	50	35834	140	59	35089	21	16	28623	29	18	42605	408	65
FAC MIX PCT:	27.5%			31.1%			34.3%			5.1%			7.1%			100.0%		
SALARY FACTOR:	0.93			0.97			0.95			0.99			1.01			0.93		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		

DISCIPLINE: PROTECTIVE SERVICES
MAJOR FIELD: Protective Services

PRIVATE, 1991-92:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	44862	12	7	37212	12	11	30569	16	11				23450	3	3	35915	43	20
FAC MIX PCT:	27.9%			27.9%			37.2%						7.0%			100.0%		
SALARY FACTOR:	0.84			0.91			0.90						0.86			0.86		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		

DISCIPLINE: PROTECTIVE SERVICES
MAJOR FIELD:Protective Services

PRIVATE, 1994-95:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	54647	8	6	38648	23	18	36224	22	17	39598	2	2	26940	3	3	39354	56	28
FAC MIX PCT:	14.3%			41.1%			39.3%			3.6%			5.4%			100.0%		
SALARY FACTOR:	0.92			0.86			0.98			1.13			0.91			0.85		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of protective services was reported in 55 of the 223 public institutions. The average salary of the 348 faculty was $38,048. This average salary was approximately 10.4 percent lower than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, protective services was reported in 65 of the same 223 public institutions. The average salary of the 408 faculty was $42,605. This average salary was approximately 7.6 percent lower than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of protective services in the public institutions studied was 12 percent ($42,605 minus $38,048 equals $4,557). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in protective services average faculty salaries over the three-year period by 3.2 percent or an average of 1.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of protective services (12%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.9 percent less than faculty in the discipline/major field of protective services.

In the 1991-92 study the faculty mix percentage in protective services is lower at the professor rank than at the assistant professor rank: 24.4 percent vs. 34.5 percent; in the 1994-95 study it is 27.5 percent vs. 34.3 percent. The differences in faculty mix percentage at the ranks of professor and assistant

professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in protective services in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1991-92, 4.6 percent (16/348) vs. 4.2 percent (2,739/65,136) and higher in 1994-95, 5.1 percent (21/408) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of protective services was reported in 20 of the 345 private institutions. The average salary of the 43 faculty was $35,915, an average salary 16.5 percent lower than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 28 of the same 345 private institutions reported protective services. The average salary of the 56 faculty was $39,354, an average salary 17.7 percent lower than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in protective services in the private institutions studies was 9.6 percent ($39,354 minus $35,915 equals $3,439). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of protective services over the three-year time period, is .8 percent or .27 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to protective services (9.6%), the faculty in ALL MAJOR FIELDS increased their salaries 1.1 percent (10.7% minus

9.6% equals 1.1%) more than faculty in protective services.

For both studies in the discipline/major field of protective services, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 27.9 percent vs. 37.2 percent (1991-92); and 14.3 percent vs. 39.3 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in protective services was lower than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 0 percent (0/43) vs. 4.4 percent (1,526/34,295) and lower in the 1994-95 private study: 3.6 percent (2/56) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of protective services and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 855 (.4%) faculty in the discipline/major field of protective services participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of protective services in 1991-92 were nine percent and

14 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in protective services in 1994-95 were seven percent and 15 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in protective services in the public institutions received an average annual salary increase of 1.1 percent above the cost-of-living. In the private institutions the annual average salary increase was .27 percent above the cost-of-living.

Third, in both the 1991-92 and 1994-95 public and private studies in protective services, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of protective services is still an emerging discipline/major field in academia.

Finally, the hiring rate for new assistant professors in protective services in both the 1991-92 and 1994-95 public studies is higher than the hiring rate of ALL MAJOR FIELDS. However, the hiring rate for new assistant professors in protective services in both the 1991-92 and 1994-95 private studies is lower than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of protective services has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

Keith Alexander Erwin is a research educationist in the Office of Equal Opportunity at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

AREA, ETHNIC AND CULTURAL STUDIES

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY, GENERAL

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America,
  The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central
  University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College, Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN PSYCHOLOGY FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe
and
Kimberly Michelle Murdock

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including psychology. The _CIP_ defines the discipline/major field of psychology as,

> A summary of groups of instructional programs that describe the scientific study of behavior of individuals, independently or collectively, and the physical and environmental bases of mental, emotional and neurological activity.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 136--42).]

The article summarizes the overall average salary increases in the discipline/major field of psychology for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of psychology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 28.0 for associate professors of psychology in the 1991-92 public study means that 28.0 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 0.97 for associate professors in the discipline/major field of psychology in the 1991-92 public study means that their average salary is three percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of psychology with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

```
                                                       NEW
                          ASSO            ASST         ASST                          ALL RANKS
         PROF             PROF            PROF         PROF          INSTRUCTOR
   SALARY NUM N/IN   SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM    N/IN

                                       DISCIPLINE: PSYCHOLOGY
PUBLIC 1991-92:                        MAJOR FIELD: Psychology
AVERAGE
SALARY: 51262 1107 193  40295  730 193  32443  700 178  31140  111  73  26100   71  44  42456  2608 205
FAC MIX
PCT:    42.4%           28.0%           26.8%           4.3%            2.7%            100.0%
SALARY
FACTOR:  0.98           0.97            0.94            0.91            1.00            1.01

                                        ALL MAJOR FIELDS
AVERAGE
SALARY: 52287 22182     41655 18502     34645 19555     34091 2739      26184 4897      42008 65136 223
FAC MIX
PCT:    34.1%           28.4%           30.0%           4.2%            7.5%            100.0%

                                       DISCIPLINE: PSYCHOLOGY
PUBLIC, 1994-95:                       MAJOR FIELD: Psychology
AVERAGE
SALARY: 55995 1137 195  43645  728 185  35561  773 199  33844  130  94  31038   94  48  46064  2732 208
FAC MIX
PCT:    41.6%           26.6%           28.3%           4.8%            3.4%            100.0%
SALARY
FACTOR:  0.98           0.96            0.95            0.95            1.10            1.00

                                        ALL MAJOR FIELDS
AVERAGE
SALARY: 57085 22149     45274 18740     37623 18958     35528 2910      28245 4661      45850 64508 223
FAC MIX
PCT:    34.3%           29.1%           29.4%           4.5%            7.2%            100.0%
---------------------------------------------------------------------------------------------------------

                                       DISCIPLINE: PSYCHOLOGY
PRIVATE, 1991-92:                      MAJOR FIELD: Psychology
AVERAGE
SALARY: 51270  597 224  39138  483 214  32293  437 213  31227   80  69  24376   31  28  41589  1548 297
FAC MIX
PCT:    38.6%           31.2%           28.2%           5.2%            2.0%            100.0%
SALARY
FACTOR:  0.96           0.96            0.95            0.96            0.89            0.99

                                        ALL MAJOR FIELDS
AVERAGE
SALARY: 53271 10972     40828  10319    33952 11061     32431 1526      27392 1943      41830 34295 345
FAC MIX
PCT:    32.0%           30.1%           32.3%           4.4%            5.7%            100.0%

                                       DISCIPLINE: PSYCHOLOGY
PRIVATE, 1994-95:                      MAJOR FIELD: Psychology
AVERAGE
SALARY: 56883  640 237  42599  508 210  34938  478 227  33084   97  83  28658   32  28  45635  1658 304
FAC MIX
PCT:    38.6%           30.6%           28.8%           5.9%            1.9%            100.0%
SALARY
FACTOR:  0.96           0.95            0.94            0.95            0.96            0.99

                                        ALL MAJOR FIELDS
AVERAGE
SALARY: 59153 11524     44902 11058     37038 11168     34890 1577      29737 1747      46308 35497 345
FAC MIX
PCT:    32.5%           31.2%           31.5%           4.4%            4.9%            100.0%
```

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of psychology was reported in 205 of the 223 public institutions. The average salary of the 2,608 faculty was $42,456. This average salary was approximately 1.1 percent higher than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, psychology was reported in 208 of the same 223 public institutions. The average salary of the 2,732 faculty was $46,064. This average salary was approximately .5 percent higher than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of psychology in the public institutions studied was 8.5 percent ($46,064 minus $42,456 equals $3,608). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in psychology average faculty salaries over the three-year period by .3 percent or an average of .1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of psychology (8.5%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .6 percent more than the faculty in the discipline/major field of psychology.

In the 1991-92 study the faculty mix percentage in psychology is higher at the professor rank than at the assistant professor rank: 42.4 percent vs. 26.8 percent; in the 1994-95 study it is 41.6 percent vs. 28.3 percent. The differences in faculty mix percentage at the ranks of professor and assistant

professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in psychology in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1991-92, 4.3 percent (111/2,608) vs. 4.2 percent (2,739/65,136) and higher in 1994-95, 4.8 percent (130/2,732) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of psychology was reported in 297 of the 345 private institutions. The average salary of the 1,548 faculty was $41,589, an average salary .6 percent lower than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 304 of the same 345 private institutions reported psychology. The average salary of the 1,658 faculty was $45,635, an average salary 1.5 percent lower than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in psychology in the private institutions studies was 9.7 percent ($45,635 minus $41,589 equals $4,046). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of psychology over the three-year time period, is .9 percent or .3 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to psychology (9.7%), the faculty in ALL MAJOR FIELDS increased their salaries 1 percent (10.7% minus 9.7% equals 1%)

more than faculty in psychology.

For both studies in the discipline/major field of psychology, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 38.6 percent vs. 28.2 percent (1991-92); and 38.6 percent vs. 28.8 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in psychology was higher than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 5.2 percent (80/1,548) vs. 4.4 percent (1,526/34,295) and higher in the 1994-95 private study: 5.9 percent (97/1,658) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of psychology and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 8,546 (4.3%) faculty in the discipline/major field of psychology participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of psychology in 1991-92 were one percent above and one percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in psychology in 1994-95 were the same as and one percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in psychology in the public institutions received an average annual salary increase of .1 percent below the cost-of-living. In contrast, in the private institutions the annual average salary increase was .3 percent above the cost-of-living.

Third, in both the 1991-92 and 1994-95 public and private studies in psychology, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of psychology is firmly established and on going in the academy.

Finally, the hiring rate for new assistant professors in psychology in both the 1991-92 and 1994-95 public and private studies was higher than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of psychology has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

Kimberly Murdock is a graduate student in Industrial Organizational Psychology and Human Resource Management at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/
SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

AREA, ETHNIC AND CULTURAL STUDIES

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND
MANAGEMENT, GENERAL

BUSINESS MANAGEMENT AND
ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING
MANAGEMENT

CHEMISTRY, GENERAL

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

COUNSELOR EDUCATION COUNSELING
AND GUIDANCE SERVICES

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America, The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College,
  Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of
  Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN READING TEACHER EDUCATION FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including reading teacher education. The CIP defines the discipline/major field of reading teacher education as,

> An instructional program that prepares individuals to diagnose reading difficulties and to teach reading programs at various educational levels.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 82--13.1315).]

The article summarizes the overall average salary increases in the discipline/major field of reading teacher education for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of reading teacher education for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 25.1 for associate professors of reading teacher education in the 1991-92 public study means that 25.1 percent of the faculty in that discipline-/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 0.96 for associate professors in the discipline/major field of reading teacher education in the 1991-92 public study means that their average salary is four percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of reading teacher education with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: EDUCATION MAJOR FIELD: Reading Teacher Education																		
PUBLIC 1991-92:																		
AVERAGE SALARY:	50582	58	26	39850	52	24	34400	54	28	32840	7	6	24977	43	13	38346	207	41
FAC MIX PCT:	28.0%			25.1%			26.1%			3.4%			20.8%			100.0%		
SALARY FACTOR:	0.97			0.96			0.99			0.96			0.95			0.91		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		
DISCIPLINE: EDUCATION MAJOR FIELD: Reading Teacher Education																		
PUBLIC, 1994-95:																		
AVERAGE SALARY:	50574	74	31	42920	47	25	37572	46	26	35036	11	9	27481	12	9	43675	179	42
FAC MIX PCT:	41.3%			26.3%			25.7%			6.1%			6.7%			100.0%		
SALARY FACTOR:	0.89			0.95			1.00			0.99			0.97			0.95		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		
DISCIPLINE: EDUCATION MAJOR FIELD: Reading Teacher Education																		
PRIVATE, 1991-92:																		
AVERAGE SALARY:	46774	8	6	34055	8	6	31859	6	5	28097	2	2	19644	5	4	34667	27	18
FAC MIX PCT:	29.6%			29.6%			22.2%			7.4%			18.5%			100.0%		
SALARY FACTOR:	0.88			0.83			0.94			0.87			0.72			0.83		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		
DISCIPLINE: EDUCATION MAJOR FIELD:Reading Teacher Education																		
PRIVATE, 1994-95:																		
AVERAGE SALARY:	59682	7	6	42095	13	11	32614	7	7	32500	1	1	24957	5	3	41191	32	22
FAC MIX PCT:	21.9%			40.6%			21.9%			3.1%			15.6%			100.0%		
SALARY FACTOR:	1.01			0.94			0.88			0.93			0.84			0.89		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of reading teacher education was reported in 41 of the 223 public institutions. The average salary of the 207 faculty was $38,346. This average salary was approximately 9.5 percent lower than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, reading teacher education was reported in 41 of the same 223 public institutions. The average salary of the 179 faculty was $43,675. This average salary was approximately 5 percent lower than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of reading teacher education in the public institutions studied was 13.9 percent ($43,675 minus $38,346 equals $5,329). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in reading teacher education average faculty salaries over the three-year period by 5.1 percent or an average of 1.7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of reading teacher education (13.9%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 4.8 percent less than faculty in the discipline/major field of reading teacher education.

In the 1991-92 study the faculty mix percentage in reading teacher education is higher at the professor rank than at the assistant professor rank: 28.0 percent vs. 26.1 percent; in the 1994-95 study it is 41.3 percent vs. 25.7 percent. The differences in faculty mix percentage at the ranks of professor

and assistant professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in reading teacher education in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1991-92, 3.4 percent (7/207) vs. 4.2 percent (2,739/65,136) and higher in 1994-95, 6.1 percent (11/179) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of reading teacher education was reported in 18 of the 345 private institutions. The average salary of the 27 faculty was $34,667, an average salary 20.7 percent lower than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 22 of the same 345 private institutions reported reading teacher education. The average salary of the 32 faculty was $41,191, an average salary 12.4 percent lower than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in reading teacher education in the private institutions studies was 18.8 percent ($41,191 minus $34,667 equals $6,524). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of reading teacher education over the three-year time period, is 10 percent or 3.3 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to reading teacher education (18.8%), the faculty in ALL MAJOR FIELDS increased their salaries 8.1 percent (18.8% minus

10.7% equals 8.1%) less than faculty in reading teacher education.

In the discipline/major field of reading teacher education, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank for the 1991-92 study: 29.6 percent vs. 22.2 percent. In the 1994-95 private study the faculty mix percentages are the same for the professor rank and assistant professor rank: 21.9 percent vs. 21.9 percent. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in reading teacher education was higher than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 7.4 percent (2/27) vs. 4.4 percent (1,526/34,295) and lower in the 1994-95 private study: 3.1 percent (1/32) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of reading teacher education and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 445 (.2%) faculty in the discipline/major field of reading teacher education participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of reading teacher education in 1991-92 were nine percent and 17 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in reading teacher education in 1994-95 were five percent and 11 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in reading teacher education in the public institutions received an average annual salary increase of 1.7 percent above the cost-of-living. In the private institutions the annual average salary increase was 3.3 percent above the cost-of-living.

Third, in both the 1991-92 and 1994-95 public studies and in the 1991-92 private study in reading teacher education, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank. In the private 1994-95 study the professor rank FAC MIX PCTs are the same as those for the assistant professor rank. This data indicates that in both the public and private studies the discipline/major field of reading teacher education is firmly established and on going in the academy.

Finally, the hiring rate for new assistant professors in reading teacher education in the 1991-92 public study and the 1994-95 private study was lower than the hiring rate of ALL MAJOR FIELDS. However, the hiring rate for new assistant professors in reading teacher education in the 1994-95 public study and in the 1991-92 private study was higher than the hiring rate for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of reading teacher education has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10
B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11
C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/ SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

- Abilene Christian University (TX)
- Agnes Scott College (GA)
- Albertus Magnus College (CT)
- Albright College (PA)
- Alfred University (NY)
- Allegheny College (PA)
- Allentown College of St. Francis de Sales (PA)
- Alma College (MI)
- Alverno College (WI)
- American College (PA)
- Amherst College (MA)
- Andover Newton Theological School (MA)
- Anna Maria College (MA)
- Aquinas College (MI)
- Ashbury College (KY)
- Ashland University (OH)
- Aurora University (IL)
- Austin Presbyterian Theological Seminary (TX)
- Avila College (MO)
- Azusa Pacific University (CA)
- Babson College (MA)
- Baker College of Flint (MI)
- Baker College of Muskegan (MI)
- Baldwin-Wallace College (OH)
- Barry University (FL)
- Beaver College (PA)
- Bellarmine College (KY)
- Belmont Abbey College (NC)
- Belmont University (TN)
- Benedict College (SC)
- Bennett College (NC)
- Bentley College (MA)
- Bethany College (KS)
- Bethany College (WV)
- Bethel College (IN)
- Bethel College (MN)
- Bethel College (TN)
- Birmingham-Southern College (AL)
- Blackburn University (IL)
- Bloomfield College (NJ)
- Bluefield College (VA)
- Bradford College (MA)
- Bradley University (IL)
- Brandeis University (MA)
- Brenau University (GA)
- Briar Cliff College (IA)
- Bridgewater College (VA)
- Bryn Mawr College (PA)
- Butler University (IN)
- Cabrini College (PA)
- Caldwell College (NJ)
- Calvin College (MI)
- Canisius College (NY)
- Capitol College (MD)
- Cardinal Stritch College (WI)
- Caribbean University College (PR)
- Carroll College (WI)
- Catawba College (NC)
- Catholic University of America, The (DC)
- Cazenovia College (NY)
- Cedarville College (OH)
- Central College (Formerly Central University of Iowa) (IA)
- Chapman University (CA)
- Charleston Southern University (SC)
- Christian Brothers University (TN)
- Christian Theological Seminary (IN)
- Clarke College (IA)
- Clarkson University (NY)
- Coker College (SC)
- College Misericordia (PA)
- College of Mount Saint Vincent (NY)
- College of Notre Dame of Maryland (MD)
- College of Saint Elizabeth (NJ)
- College of Saint Mary (NE)
- College of Saint Rose (NY)
- College of St. Catherine (MN)
- College of St. Scholastica (MN)
- College of the Southwest (NM)
- Columbia College (MO)
- Columbia College (SC)
- Columbia Theological Seminary (GA)
- Concordia College (MN)
- Concordia College (NY)
- Cornell College (IA)
- Covenant College (GA)
- Creighton University (NE)
- D'Youville College (NY)
- Dakota Wesleyan University (SD)
- Dallas Theological Seminary (TX)
- Daniel Webster College (NH)
- Davidson College (NC)
- Defiance College (The) (OH)
- DePaul University (IL)
- Dickinson College (PA)
- Doane College (NE)
- Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College,
  Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of
  Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN SOCIOLOGY FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including sociology. The CIP defines the discipline/major field of sociology as,

> An instructional program that describes the systematic study of human social institutions and social relationships. Includes instruction in social theory, sociological research methods, social organization and structure social stratification and hierarchies, dynamics of social change, family structures, social deviance and control, and applications to the study of specific social groups, social institutions, and social problems.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 148--45.1101).]

The article summarizes the overall average salary increases in the discipline/major field of sociology for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of sociology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 32.5 for associate professors of sociology in the 1991-92 public study means that 32.5 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 0.97 for associate professors in the discipline/major field of sociology in the 1991-92 public study means that their average salary is three percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of sociology with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: Sociology																		
PUBLIC 1991-92:																		
AVERAGE SALARY:	50730	567	140	40371	479	157	32583	385	140	31525	58	42	26789	45	34	41905	1476	177
FAC MIX PCT:	38.4%			32.5%			26.1%			3.9%			3.0%			100.0%		
SALARY FACTOR:	0.97			0.97			0.94			0.92			1.02			1.00		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		
DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: Sociology																		
PUBLIC, 1994-95:																		
AVERAGE SALARY:	54922	594	157	43633	450	153	35425	386	146	33607	69	57	27052	47	38	45500	1477	180
FAC MIX PCT:	40.2%			30.5%			26.1%			4.7%			3.2%			100.0%		
SALARY FACTOR:	0.96			0.96			0.94			0.95			0.96			0.99		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		
DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: Sociology																		
PRIVATE, 1991-92:																		
AVERAGE SALARY:	49308	256	145	38673	280	154	32084	230	137	30582	29	26	27113	12	11	40046	778	240
FAC MIX PCT:	32.9%			36.0%			29.6%			3.7%			1.5%			100.0%		
SALARY FACTOR:	0.93			0.95			0.94			0.94			0.99			0.96		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345.
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		
DISCIPLINE: SOCIAL SCIENCES AND HISTORY MAJOR FIELD: Sociology																		
PRIVATE, 1994-95:																		
AVERAGE SALARY:	54699	283	156	42597	273	148	35011	226	131	32721	47	39	30273	20	20	44422	802	238
FAC MIX PCT:	35.3%			34.0%			28.2%			5.9%			2.5%			100.0%		
SALARY FACTOR:	0.92			0.95			0.95			0.94			1.02			0.96		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

BEST COPY AVAILABLE

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of sociology was reported in 177 of the 223 public institutions. The average salary of the 1,476 faculty was $41,905. This average salary was approximately .2 percent lower than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, sociology was reported in 180 of the same 223 public institutions. The average salary of the 1,477 faculty was $45,500. This average salary was approximately .8 percent lower than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of sociology in the public institutions studied was 8.6 percent ($45,500 minus $41,905 equals $3,595). The CPI of increase cost-of--living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in sociology average faculty salaries over the three-year period by .2 percent or an average of .07 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of sociology (8.6%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .5 percent more than the faculty in the discipline/major field of sociology.

In the 1991-92 study the faculty mix percentage in sociology is higher at the professor rank than at the assistant professor rank: 38.4 percent vs. 26.1 percent; in the 1994-95 study it is 40.2 percent vs. 26.1 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in sociology in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1991-92, 3.9 percent (58/1,476) vs. 4.2 percent (2,739/65,136) and higher in 1994-95, 4.7 percent (69/1,477) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of sociology was reported in 240 of the 345 private institutions. The average salary of the 778 faculty was $40,046, an average salary 4.5 percent lower than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 238 of the same 345 private institutions reported sociology. The average salary of the 802 faculty was $44,422, an average salary 4.2 percent lower than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in sociology in the private institutions studies was 10.9 percent ($44,422 minus $40,046 equals $4,376). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of sociology over the three-year time period, is 2.1 percent or .7 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to sociology (10.9%), the faculty in ALL MAJOR FIELDS increased their salaries .2 percent (10.9% minus 10.7% equals .2%)

less than faculty in sociology.

For both studies in the discipline/major field of sociology, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 32.9 percent vs. 29.6 percent (1991-92); and 35.3 percent vs. 28.2 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in sociology was lower than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 3.7 percent (29/778) vs. 4.4 percent (1,526/34,295) and higher in the 1994-95 private study: 5.9 percent (47/802) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of sociology and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,533 (2.3%) faculty in the discipline/major field of sociology participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of sociology in 1991-92 were the same as and four percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in sociology in 1994-95 were one percent and four percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in sociology in the public institutions received an average annual salary increase of .07 percent below the cost-of-living. In contrast, in the private institutions the annual average salary increase was .7 percent above the cost-of-living.

Third, in both the 1991-92 and 1994-95 public and private studies in sociology, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of sociology is firmly established and on going in the academy.

Finally, the hiring rate for new assistant professors in sociology in both the public and private 1991-92 studies was lower than the hiring rate of ALL MAJOR FIELDS. However, in both the public and private 1994-95 studies, the hiring rate for new assistant professors in sociology was higher than for ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of sociology has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America, The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College,
  Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of
  Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)

Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN SPECIAL EDUCATION FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe
and
Thalia Coleman

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including special education. The CIP defines the discipline/major field of special education as,

> An instructional program that generally describes the design and provision of teaching and other educational services to children or adults with special learning needs or disabilities, and that may prepare individuals to function as special education teachers. Includes instruction in diagnosing learning disabilities, developing individual education plans, teaching and supervising special education students, special education counseling, and applicable laws and policies.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 78--13.1001).]

The article summarizes the overall average salary increases in the discipline/major field of special education for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the

517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of special education for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 24.9 for associate professors of special education in the 1991-92 public study means that 24.9 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 0.96 for associate professors in the discipline/major field of special education in the 1991-92 public study means that their average salary is four percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of special education with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
							DISCIPLINE: EDUCATION MAJOR FIELD: Special Education, General											
PUBLIC 1991-92:																		
AVERAGE SALARY:	51680	253	66	39981	139	64	33481	139	62	32142	35	26	26256	28	19	42972	559	81
FAC MIX PCT:	45.3%			24.9%			24.9%			6.3%			5.0%			100.0%		
SALARY FACTOR:	0.99			0.96			0.97			0.94			1.00			1.02		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		
							DISCIPLINE: EDUCATION MAJOR FIELD: Special Education, General											
PUBLIC, 1994-95:																		
AVERAGE SALARY:	55620	234	76	44357	195	78	36748	188	75	34369	30	24	29013	29	19	45534	646	93
FAC MIX PCT:	36.2%			30.2%			29.1%			4.6%			4.5%			100.0%		
SALARY FACTOR:	0.97			0.98			0.98			0.97			1.03			0.99		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
							DISCIPLINE: EDUCATION MAJOR FIELD: Special Education, General											
PRIVATE, 1991-92:																		
AVERAGE SALARY:	48235	31	18	39874	31	22	31112	29	20	29521	7	7	24531	5	4	39128	96	40
FAC MIX PCT:	32.3%			32.3%			30.2%			7.3%			5.2%			100.0%		
SALARY FACTOR:	0.91			0.98			0.92			0.91			0.90			0.94		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		
							DISCIPLINE: EDUCATION MAJOR FIELD: Special Education, General											
PRIVATE, 1994-95:																		
AVERAGE SALARY:	52649	40	23	41230	45	28	34297	49	28	34375	7	6	25998	9	7	41090	143	49
FAC MIX PCT:	28.0%			31.5%			34.3%			4.9%			6.3%			100.0%		
SALARY FACTOR:	0.89			0.92			0.93			0.99			0.87			0.89		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of special education was reported in 81 of the 223 public institutions. The average salary of the 559 faculty was $42,972. This average salary was approximately 2.3 percent higher than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, special education was reported in 93 of the same 223 public institutions. The average salary of the 646 faculty was $45,534. This average salary was approximately .7 percent lower than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of special education in the public institutions studied was 6 percent ($35,534 minus $42,972 equals $2,562). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in special education average faculty salaries over the three-year period by 2.8 percent or an average of .93 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of special education (6%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.1 percent more than the faculty in the discipline/major field of special education.

In the 1991-92 study the faculty mix percentage in special education is higher at the professor rank than at the assistant professor rank: 45.3 percent vs. 24.9 percent; in the 1994-95 study it is 36.2 percent vs. 29.1 percent. The differences in faculty mix percentage at the ranks of professor and assistant

professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in special education in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1991-92, 6.3 percent (35/559) vs. 4.2 percent (2,739/65,136) and higher in 1994-95, 4.6 percent (30/646) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of special education was reported in 40 of the 345 private institutions. The average salary of the 96 faculty was $39,128, an average salary 6.9 percent lower than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 49 of the same 345 private institutions reported special education. The average salary of the 143 faculty was $41,090, an average salary 12.7 percent lower than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in special education in the private institutions studies was 5 percent ($41,090 minus $39,128 equals $1,962). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of special education over the three-year time period, is 3.8 percent or 1.3 percent each year below the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to special education (5%), the faculty in ALL MAJOR FIELDS increased their salaries 5.7 percent (10.7% minus 5% equals

5.7%) more than faculty in special education.

In the private 1991-92 study for the discipline/major field of special education, the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank: 32.3 percent vs. 30.2 percent. However, for the private 1994-95 study the faculty mix percentage is lower at the professor rank than the assistant professor rank: 28 vs. 34.3. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in special education was higher than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 7.3 percent (7/96) vs. 4.4 percent (1,526/34,295) and higher in the 1994-95 private study: 4.9 percent (7/143) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of special education and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,444 (.7%) faculty in the discipline/major field of special education participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of special education in 1991-92 were two percent above and six percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in special education in 1994-95 were one percent and 11 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in special education in the public institutions received an average annual salary increase of .93 percent below the cost-of-living. In the private institutions the annual average salary increase was 1.3 percent below the cost-of-living.

Third, in the private 1994-95 study in special education, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank. However, in both the 1991-92 public and private studies and the 1994-95 public study in special education, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of special education is firmly established and on going in the academy.

Finally, the hiring rate for new assistant professors in special education in both the 1991-92 and 1994-95 public and private studies was higher than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of special education has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

Co-author Thalia Coleman is a professor of Language, Reading, and Exceptionalities at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America,
 The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central
 University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College,
  Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of
  Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN SPEECH PATHOLOGY AND AUDIOLOGY FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by *A Classification of Instructional Programs* (*CIP*), 1990, including speech pathology and audiology. The *CIP* defines the discipline/major field of speech pathology and audiology as,

> An instructional program that prepares individuals to provide therapeutic care to persons with hearing and related communications disorders. Includes instruction in the principles of audiology; structure and development of hearing communications disorders; speech disorder and hearing loss identification and assessment; aural rehabilitations; psychosocial and educational effects of speech and hearing disorders; and the planning and management of patient therapy.*
>
> [**A* *Classification of Instructional Programs* (Washington, D.C.: National Center for Education Statistics, [1990]. p. 169-170--51.0204).]

The article summarizes the overall average salary increases in the discipline/major field of speech pathology and audiology for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of speech pathology and audiology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 28.3 for associate professors of speech pathology and audiology in the 1991-92 public study means that 28.3 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 0.98 for associate professors in the discipline/major field of speech pathology and audiology in the 1991-92 public study means that their average salary is two percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of speech pathology and audiology with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES
MAJOR FIELD: Speech-Language Pathology & Audiology

PUBLIC 1991-92:

	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
AVERAGE SALARY:	51988	153	55	40781	141	54	32760	157	57	31179	22	16	26616	48	30	40331	499	68
FAC MIX PCT:	30.7%			28.3%			31.5%			4.4%			9.6%			100.0%		
SALARY FACTOR:	0.99			0.98			0.95			0.91			1.02			0.96		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		

DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES
MAJOR FIELD: Speech-Language Pathology & Audiology

PUBLIC, 1994-95:

	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
AVERAGE SALARY:	55473	157	61	44227	142	58	35869	162	62	33805	25	18	29151	76	32	42860	537	72
FAC MIX PCT:	29.2%			26.4%			30.2%			4.7%			14.2%			100.0%		
SALARY FACTOR:	0.97			0.98			0.95			0.95			1.03			0.93		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		

DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES
MAJOR FIELD: Speech-Language Pathology & Audiology

PRIVATE, 1991-92:

	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
AVERAGE SALARY:	50724	13	9	39210	20	10	33467	20	10	41183	3	3	30986	3	3	39391	56	15
FAC MIX PCT:	23.2%			35.7%			35.7%			5.4%			5.4%			100.0%		
SALARY FACTOR:	0.95			0.96			0.99			1.27			1.13			0.94		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		

DISCIPLINE: HEALTH PROFESSIONS AND RELATED SCIENCES
MAJOR FIELD: Speech-Language Pathology & Audiology

PRIVATE, 1994-95:

	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
AVERAGE SALARY:	57365	15	11	42328	28	11	36609	20	10	35571	7	5	29831	4	4	43241	67	16
FAC MIX PCT:	22.4%			41.8%			29.9%			10.4%			6.0%			100.0%		
SALARY FACTOR:	0.97			0.94			0.99			1.02			1.00			0.93		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of speech pathology and audiology was reported in 68 of the 223 public institutions. The average salary of the 499 faculty was $40,331. This average salary was approximately 4.2 percent lower than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, speech pathology and audiology was reported in 72 of the same 223 public institutions. The average salary of the 537 faculty was $42,860. This average salary was approximately 7 percent lower than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of speech pathology and audiology in the public institutions studied was 6.3 percent ($42,860 minus $40,331 equals $2,529). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in speech pathology and audiology average faculty salaries over the the three-year period by 2.5 percent or an average of .83 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of speech pathology and audiology (6.3%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.8 percent more than the faculty in the discipline/major field of speech pathology and audiology.

In the 1991-92 study the faculty mix percentage in speech pathology and audiology is lower at the professor rank than at the assistant professor rank: 30.7 percent vs. 31.5 percent; in the 1994-95 study it is 29.2 percent vs. 30.2 percent. The differences in faculty mix percentage at the ranks of professor

and assistant professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in speech pathology and audiology in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1991-92, 4.4 percent (22/499) vs. 4.2 percent (2,739/65,136) and higher in 1994-95, 4.7 percent (25/537) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of speech pathology and audiology was reported in 15 of the 345 private institutions. The average salary of the 56 faculty was $39,391 an average salary 6.2 percent lower than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 16 of the same 345 private institutions reported speech pathology and audiology. The average salary of the 67 faculty was $43,241, an average salary 7.1 percent lower than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in speech pathology and audiology in the private institutions studies was 9.8 percent ($43,241 minus $39,391 equals $3,850). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of speech pathology and audiology over the three-year time period, is 1 percent or .3 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to speech pathology and audiology (9.8%), the faculty in ALL MAJOR FIELDS increased their salaries .9 percent (10.7% minus 9.8% equals .9%) more than faculty in speech pathology and audiology.

For both studies in the discipline/major field of speech pathology and audiology, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 23.2 percent vs. 35.7 percent (1991-92); and 22.4 percent vs. 29.9 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in speech pathology and audiology was higher than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 5.4 percent (3/56) vs. 4.4 percent (1,526/34,295) and higher in the 1994-95 private study: 10.4 percent (7/67) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of speech pathology and audiology and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions---were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,159 (.6%) faculty in the discipline/major field of speech pathology and audiology participated and were included in the 41 discipline-/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of speech pathology and audiology in 1991-92 were four percent and six percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in speech pathology and audiology in 1994-95 were seven percent and seven percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in speech pathology and audiology in the public institutions received an average annual salary increase of .83 percent below the cost-of-living. In contrast, in the private institutions the annual average salary increase was .3 percent above the cost-of-living.

Third, in both the 1991-92 and 1994-95 public and private studies in speech pathology and audiology, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that in both the public and private studies the discipline/major field of speech pathology and audiology is still an emerging discipline/major field in academia.

Finally, the hiring rate for new assistant professors in speech pathology and audiology in both the 1991-92 and 1994-95 public and private studies was higher than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of speech pathology and audiology has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL
ANTHROPOLOGY
AREA, ETHNIC AND CULTURAL STUDIES
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY, GENERAL
COMMUNICATIONS
COMPUTER AND INFORMATION SCIENCES
COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES
DRAMA/THEATER ARTS, GENERAL
ECONOMICS, GENERAL
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGE AND LITERATURE/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY, GENERAL
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
MUSIC, GENERAL
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS, GENERAL
POLITICAL SCIENCE, GENERAL
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIOLOGY
SPECIAL EDUCATION, GENERAL
SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America, The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College,
  Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of
  Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN TEACHER EDUCATION FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990, including teacher education. The _CIP_ defines the discipline/major field of teacher education as,

> A group of instructional programs that prepare individuals to teach subject matter in specific academic and vocational programs at various educational levels.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990]. p. 80--13.13).]

The article summarizes the overall average salary increases in the discipline/major field of teacher education for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same 223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of teacher education for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 25.5 for associate professors of teacher education in the 1991-92 public study means that 25.5 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 0.98 for associate professors in the discipline/major field of teacher education in the 1991-92 public study means that their average salary is two percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/-major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of teacher education with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: EDUCATION																		
PUBLIC 1991-92: MAJOR FIELD: Teacher Education, Specific Academic & Vocational Programs																		
AVERAGE SALARY:	49598	483	79	40760	356	80	33008	453	81	31863	74	43	27170	102	43	40309	1394	86
FAC MIX PCT:	34.6%			25.5%			32.5%			5.3%			7.3%			100.0%		
SALARY FACTOR:	0.95			0.98			0.95			0.93			1.04			0.96		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		
DISCIPLINE: EDUCATION																		
PUBLIC, 1994-95: MAJOR FIELD: Teacher Education, Specific Academic & Vocational Programs																		
AVERAGE SALARY:	50931	259	61	41872	275	63	35576	338	68	33331	51	30	26869	93	34	40652	965	76
FAC MIX PCT:	26.8%			28.5%			35.0%			5.3%			9.6%			100.0%		
SALARY FACTOR:	0.89			0.92			0.95			0.94			0.95			0.89		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		
DISCIPLINE: EDUCATION																		
PRIVATE, 1991-92: MAJOR FIELD: Teacher Education, Specific Academic & Vocational Programs																		
AVERAGE SALARY:	43524	138	62	36688	139	66	30473	196	82	29582	35	29	24919	31	25	35419	504	96
FAC MIX PCT:	27.4%			27.6%			38.9%			6.9%			6.2%			100.0%		
SALARY FACTOR:	0.82			0.90			0.90			0.91			0.91			0.85		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		
DISCIPLINE: EDUCATION																		
PRIVATE, 1994-95: MAJOR FIELD: Teacher Education, Specific Academic & Vocational Programs																		
AVERAGE SALARY:	51483	94	45	42144	140	60	34855	171	61	33309	22	17	29063	30	18	40394	435	76
FAC MIX PCT:	21.6%			32.2%			39.3%			5.1%			6.9%			100.0%		
SALARY FACTOR:	0.87			0.94			0.94			0.95			0.98			0.87		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of teacher education was reported in 86 of the 223 public institutions. The average salary of the 1,394 faculty was $40,309. This average salary was approximately 4.2 percent lower than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, teacher education was reported in 76 of the same 223 public institutions. The average salary of the 965 faculty was $40,652. This average salary was approximately 12.8 percent lower than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of teacher education in the public institutions studied was .8 percent ($40,652 minus $40,309 equals $343). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in teacher education average faculty salaries ove rthe three-year period by 8 percent or an average of 2.7 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of teacher education(.8%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 8.3 percent more than the faculty in the discipline/major field of teacher education.

In the 1991-92 study the faculty mix percentage in teacher education is higher at the professor rank than at the assistant professor rank: 34.6 percent vs. 32.5 percent; in the 1994-95 study it is lower at the professor rank than at the assistant professor rank: 26.8 percent vs. 35.0 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in teacher education in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1991-92, 5.3 percent (74/1,394) vs. 4.2 percent (2,739/65,136) and higher in 1994-95, 5.3 percent (51/965) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of teacher education was reported in 96 of the 345 private institutions. The average salary of the 504 faculty was $35,419, an average salary 18.1 percent lower than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 76 of the same 345 private institutions reported teacher education. The average salary of the 435 faculty was $40,395, an average salary 14.6 percent lower than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in teacher education in the private institutions studies was 14 percent ($40,394 minus $35,419 equals $4,975). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of teacher education over the three-year time period, is 5.2 percent or 1.7 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to teacher education (14%), the faculty in ALL MAJOR FIELDS increased their salaries 3.3 percent (14% minus 10.7% equals 3.3%) less than faculty in teacher education.

For both studies in the discipline/major field of teacher education, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 27.4 percent vs. 38.9 percent (1991-92); and 21.6 percent vs. 39.3 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in teacher education was higher than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 6.9 percent (35/504) vs. 4.4 percent (1,526/34,295) and higher in the 1994-95 private study: 5.1 percent (22/435) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/-major field of teacher education and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 3,298 (1.7%) faculty in the discipline/major field of teacher education participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of teacher education in 1991-92 were four percent and 15 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in teacher education in 1994-95 were 11 percent and 13 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in teacher education in the public institutions received an average annual salary increase of 2.7 percent below the cost-of-living. In contrast, in the private institutions the annual average salary increase was 1.7 percent above the cost-of-living.

Third, in the 1991-92 public study in teacher education, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank. However, in the 1994-95 public study and in the 1991-92 and 1994-95 private studies in teacher education, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that the discipline/major field of teacher education is still an emerging discipline/major field in academia.

Finally, the hiring rate for new assistant professors in teacher education in both the 1991-92 and 1994-95 public and private studies was higher than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of teacher education has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

AREA, ETHNIC AND CULTURAL STUDIES

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY, GENERAL

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America, The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College, Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345

SALARY-TREND STUDY OF FACULTY IN VISUAL AND PERFORMING ARTS FOR THE YEARS 1991-92 AND 1994-95

By
Richard D. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted two annual national faculty salary studies by discipline and rank through 1994-95: one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 41 selected academic discipline/major fields chosen from among those defined by A Classification of Instructional Programs (CIP), 1990, including visual and performing arts. The CIP defines the discipline/major field of visual and performing arts as,

> A summary of groups of instructional programs that describe the creation and interpretation of works and performances that use auditory, kinesthetic, and visual phenomena to express ideas and emotions in various forms, subject to aesthetic criteria.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990]. p. 161--50).]

The article summarizes the overall average salary increases in the discipline/major field of visual and performing arts for both public and private institutions from the "baseline year" of 1991-92 to and including the "trend year" of 1994-95. Of the 290 institutions which participated in CUPA's PUBLIC study of 1991-92, 223 also participated in 1994-95. Data from those same

223 institutions were used in both the baseline year and the trend year. Of the 517 institutions which participated in CUPA's PRIVATE study of 1991-92, 345 also participated in 1994-95. Data from those same 345 institutions were used in both the baseline year and the trend year.

This article lists the average salaries for the discipline/major field of visual and performing arts for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage), and the SALARY FACTOR. Comparisons are also made using the CPI's (Consumer Price Index) changes in cost-of-living between the two studies for each of the two study years (1991-92 and 1994-95).

The CPI uses a base period of 1982-84 and measures/tabulates prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services people buy for day-to-day living. When examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Comparing changes in the faculty salaries with the CPI gives one a more precise view of what "real" salary increases are, that is, buying power.

The salary is based on a nine- or 10-month academic year salary of full-time faculty, and does not include any faculty teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are also not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

"NUM" refers to the number of faculty members whose salaries were included to compute the average salary.

"N/IN" refers to the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT represents the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of 30.6 for associate professors of visual and performing arts in the 1991-92 public study means that 30.6 percent of the faculty in that discipline/major field held the rank of associate professor.

The SALARY FACTOR for a given rank in a given discipline/major field represents the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1991-92, PUBLIC 1994-95, PRIVATE 1991-92 and PRIVATE 1994-95. For example, a SALARY FACTOR of 0.91 for associate professors in the discipline/major field of visual and performing arts in the 1991-92 public study means that their average salary is nine percent lower than the average salary for all associate professors in all institutions in that study.

NEW ASST PROF refers to the grouping of assistant professors hired for the first time in the fall of the study year (1991-92 or 1994-95). All information for this group was included in the ASST PROF group for reporting purposes.

ALL MAJOR FIELDS refers to the entire data base for all 41 disciplines/major fields in each of the four studies. Among other things, it is used to compare the discipline/major field of visual and performing arts with the entire data base for each study.

The reader will find the size of the sample on which each percentage or dollar value is based to be of particular importance. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should also be noted that any large disparity in the sample sizes between the "baseline year" of 1991-92 and the "trend year" of 1994-95 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC 1991-92: DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Visual and Performing Arts																		
AVERAGE SALARY:	48314	301	62	37883	278	62	30947	287	68	29265	48	29	25371	43	20	38555	909	78
FAC MIX PCT:	33.1%			30.6%			31.6%			5.3%			4.7%			100.0%		
SALARY FACTOR:	0.92			0.91			0.89			0.86			0.97			0.92		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52287	22182		41655	18502		34645	19555		34091	2739		26184	4897		42008	65136	223
FAC MIX PCT:	34.1%			28.4%			30.0%			4.2%			7.5%			100.0%		
PUBLIC, 1994-95: DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Visual and Performing Arts																		
AVERAGE SALARY:	50887	192	47	40201	210	48	33828	201	49	32398	34	24	27977	33	17	40779	636	61
FAC MIX PCT:	30.2%			33.0%			31.6%			5.3%			5.2%			100.0%		
SALARY FACTOR:	0.89			0.89			0.90			0.91			0.99			0.89		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	57085	22149		45274	18740		37623	18958		35528	2910		28245	4661		45850	64508	223
FAC MIX PCT:	34.3%			29.1%			29.4%			4.5%			7.2%			100.0%		
PRIVATE, 1991-92: DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Visual and Performing Arts																		
AVERAGE SALARY:	45002	79	41	35985	124	56	30236	146	57	28546	16	13	26794	23	16	35075	372	81
FAC MIX PCT:	21.2%			33.3%			39.2%			4.3%			6.2%			100.0%		
SALARY FACTOR:	0.84			0.88			0.89			0.88			0.98			0.84		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	53271	10972		40828	10319		33952	11061		32431	1526		27392	1943		41830	34295	345
FAC MIX PCT:	32.0%			30.1%			32.3%			4.4%			5.7%			100.0%		
PRIVATE, 1994-95: DISCIPLINE: VISUAL AND PERFORMING ARTS MAJOR FIELD: Visual and Performing Arts																		
AVERAGE SALARY:	50093	37	25	40657	76	38	33042	52	30	31076	13	10	28489	13	7	39505	178	49
FAC MIX PCT:	20.8%			42.7%			29.2%			7.3%			7.3%			100.0%		
SALARY FACTOR:	0.85			0.91			0.89			0.89			0.96			0.85		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	59153	11524		44902	11058		37038	11168		34890	1577		29737	1747		46308	35497	345
FAC MIX PCT:	32.5%			31.2%			31.5%			4.4%			4.9%			100.0%		

RESULTS OF THE TWO PUBLIC STUDIES: 1991-92 AND 1994-95

In the PUBLIC 1991-92 study in the above table, the discipline/major field of visual and performing arts was reported in 78 of the 223 public institutions. The average salary of the 909 faculty was $38,555. This average salary was approximately 8.9 percent lower than the average salary of $42,008 for all 65,136 faculty in ALL MAJOR FIELDS in the same 1991-92 public study.

For the PUBLIC 1994-95 salary study in the above table, visual and performing arts was reported in 61 of the same 223 public institutions. The average salary of the 636 faculty was $40,779. This average salary was approximately 12.4 percent lower than the average salary of $45,850 for all 64,508 faculty in ALL MAJOR FIELDS in the 1994-95 public study.

The three-year increase in average salaries for all faculty in the discipline/major field of visual and performing arts in the public institutions studied was 5.8 percent ($40,779 minus $38,555 equals $2,224). The CPI of increase cost-of-living between October 1991 and October 1994 was 8.8 percent. In comparison with the CPI, there was a relative increase in visual and performing arts average faculty salaries over the three-year period by 3 percent or an average of 1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS over three years in the public institutions studied was 9.1 percent ($45,850 minus $42,008 equals $3,842). In comparison to the discipline/major field of visual and performing arts (5.8%), the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.3 percent more than the faculty in the discipline/major field of visual and performing arts.

In the 1991-92 study the faculty mix percentage in visual and performing arts is higher at the professor rank than at the assistant professor rank: 33.1 percent vs. 31.6 percent; in the 1994-95 study it is lower at the professor rank than at the assistant professor rank: 30.2 percent vs. 31.6 percent. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are 34.1 percent vs. 30.0 percent (1991-92) and 34.3 percent vs. 29.4 percent (1994-95).

Finally, the hiring rate of new assistant professors in visual and performing arts in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1991-92, 5.3 percent (48/909) vs. 4.2 percent (2,739/65,136) and higher in 1994-95, 5.3 percent (34/636) vs. 4.5 percent (2,910/64,508).

RESULTS OF THE TWO PRIVATE STUDIES: 1991-92 AND 1994-95

The PRIVATE 1991-92 salary study in the above table indicates that the discipline/major field of visual and performing arts was reported in 81 of the 345 private institutions. The average salary of the 372 faculty was $35,075, an average salary 19.3 percent lower than the average salary of $41,830 for all 34,295 faculty in ALL MAJOR FIELDS in the 1991-92 private study.

In the PRIVATE 1994-95 salary study in the above table, 49 of the same 345 private institutions reported visual and performing arts. The average salary of the 178 faculty was $39,505, an average salary 17.2 percent lower than the average salary of $46,308 for all 35,497 faculty in ALL MAJOR FIELDS in the 1994-95 private study.

The three-year increase in average salaries for all faculty in visual and performing arts in the private institutions studies was 12.6 percent ($39,505 minus $35,075 equals $4,430). The CPI increased cost-of-living between October 1991 and October 1994 was 8.8 percent. A more realistic increase, therefore, in the average faculty salaries of visual and performing arts over the three-year time period, is 3.8 percent or 1.3 percent each year above the cost-of-living.

The three-year increase in average salaries for all faculty in ALL MAJOR FIELDS in the private institutions studied was 10.7 percent ($46,308 minus $41,830 equals $4,478). In comparison to visual and performing arts (12.6%), the faculty in ALL MAJOR FIELDS increased their salaries 1.9 percent (12.6% minus 10.7% equals 1.9%) less than faculty in visual and performing arts.

For both studies in the discipline/major field of visual and performing arts, the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank: 21.2 percent vs. 39.2 percent (1991-92); and 20.8 percent vs. 29.2 percent, (1994-95). The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are 32 percent vs. 32.3 percent (1991-92) and 32.5 percent vs. 31.5 percent (1994-95).

Finally, the hiring rate for new assistant professors in visual and performing arts was lower than the hiring rate in ALL MAJOR FIELDS in the 1991-92 private study: 4.3 percent (16/372) vs. 4.4 percent (1,526/34,295) and higher in the 1994-95 private study: 7.3 percent (13/178) vs. 4.4 percent (1,577/35,497).

CONCLUSION

This article presents salary-trend information on the academic discipline/major field of visual and performing arts and compares that information with both ALL MAJOR FIELDS and the CPI over a period of three years, from the "baseline year" of 1991-92 through the "trend year" of 1994-95. Two studies--one for public institutions, and the other for private institutions--were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,095 (1.1%) faculty in the discipline/major field of visual and performing arts participated and were included in the 41 discipline/major fields in each of the four studies and in the overall total of 199,436 participating faculty. The same 223 public institutions and the same 345 private institutions in the United States participated in the baseline year and in the trend year.

Although the public and private studies data may be interpreted in a variety of ways, several significant points are as follows. First, in both the public and private studies, the average faculty salary factors in the discipline/major field of visual and performing arts in 1991-92 were eight percent and 16 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. In both the public and private studies the average faculty salary factors for all ranks in visual and performing arts in 1994-95 were 11 percent and 15 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the October 1994 CPI reflects a 8.8 percent increase over the October 1991 CPI and indicates that the faculty in visual and performing arts in the public institutions received an average annual salary increase of one percent below the cost-of-living. In contrast, in the private institutions the annual average salary increase was 1.3 percent above the cost-of-living.

Third, in the 1991-92 public study in visual and performing arts, the professor rank FAC MIX PCTs are higher than those for the assistant professor rank. However, in the public 1994-95 study and in the private 1991-92 and 1994-95 studies in visual and performing arts, the professor rank FAC MIX PCTs are lower than those for the assistant professor rank, indicating that the discipline/major field of visual and performing arts is still an emerging discipline/major field in academia.

Finally, the hiring rate for new assistant professors in visual and performing arts in the private 1991-92 study was lower than the hiring rate of ALL MAJOR FIELDS. However, the hiring rate for new assistant professors in visual and performing arts in both public 1991-92 and 1994-95 studies and in the private 1994-95 study was higher than the hiring rate of ALL MAJOR FIELDS.

Because a significant data base of average faculty salaries in the academic discipline/major field of visual and performing arts has now been developed, it is anticipated that this information will serve as a valuable reference and evaluation tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and educational studies at Appalachian State University, Boone, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC PARTICIPATING INSTITUTIONS, page 11

C - LIST OF PRIVATE PARTICIPATING INSTITUTIONS, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ADMINISTRATIVE ASSISTANT/ SECRETARIAL SCIENCE, GENERAL

ANTHROPOLOGY

AREA, ETHNIC AND CULTURAL STUDIES

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY, GENERAL

COMMUNICATIONS

COMPUTER AND INFORMATION SCIENCES

COUNSELOR EDUCATION COUNSELING AND GUIDANCE SERVICES

DRAMA/THEATER ARTS, GENERAL

ECONOMICS, GENERAL

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGE AND LITERATURE/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY, GENERAL

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

MUSIC, GENERAL

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS, GENERAL

POLITICAL SCIENCE, GENERAL

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIOLOGY

SPECIAL EDUCATION, GENERAL

SPEECH-LANGUAGE PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL 41

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas State University (AR)
Arkansas Technical University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Bemidji State University (MN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Bowie State University (MD)
Bridgewater State College (MA)
California State University Bakersfield (CA)
California State University Fresno (CA)
California State University Fullerton (CA)
California State University Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Coppin State College (MD)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Fort Lewis College (CO)
Francis Marion University (SC)
Frostburg State University (MD)
George Mason University (VA)
Georgia College (GA)
Georgia Southern University (GA)
Georgia State University (GA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Henderson State University (AR)
Idaho State University (ID)
Illinois State University (IL)
Indiana State University (IN)
Indiana University at South Bend (IN)
Indiana University Bloomington (IN)
Indiana University East (IN)
Indiana University at Kokomo (IN)
Indiana University Northwest (IN)
Indiana University Southeast (IN)
Indiana University-Purdue University Fort Wayne (IN)
Indiana University-Purdue University Indianapolis (IN)
Jacksonville State University (AL)
James Madison University (VA)
Jersey City State College (NJ)
Kennesaw State College (GA)
Kent State University (OH)
Lamar University (TX)
Lander College (SC)
Lincoln University (PA)
Longwood College (VA)
Louisiana State University and A&M College (LA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Lyndon State College (VT)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Midwestern State University (TX)
Millersville University of Pennsylvania (PA)
Minot State University (ND)
Mississippi University for Women (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorhead State University (MN)
Morehead State University (KY)

Participating Institutions (continued):

Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)
Nicholls State University (LA)
North Adams State College (MA)
Northeast Louisiana University (LA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northeastern State University (OK)
Northern Arizona University (AZ)
Northern Illinois University (IL)
Northern Kentucky University (KY)
Northern Michigan University (MI)
Northwest Missouri State University (MO)
Northwestern State University at Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Pembroke State University (NC)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College of the University System of New Hampshire (NH)
Portland State University (OR)
Purdue University Calumet (IN)
Radford University (VA)
Ramapo College of New Jersey (NJ)
Rhode Island College (RI)
Salisbury State University (MD)
Sam Houston State University (TX)
San Francisco State University (CA)
Sangamon State University (IL)
Shepherd College (WV)
Shippensburg University of Pennsylvania (PA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern Arkansas University (AR)
Southern College of Technology (GA)
Southern Connecticut State University (CT)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern University and A&M College (LA)
Southwest Missouri State University (MO)
Southwest Texas State University (TX)
Southwestern Oklahoma State University (OK)
St. Mary's College of Maryland (MD)
State University of New York at Stony Brook (NY)
State University of New York College at Cortland (NY)
State University of New York College at Fredonia (NY)
State University of New York College at Geneseo (NY)
State University of New York College at Potsdam (NY)
State University of New York-Institute of Technology (NY)
Tarleton State University (TX)
Temple University (PA)
Tennessee Technological University (TN)
Texas A&M University-Corpus Christi (TX)
Texas Southern University (TX)
Texas Technological University (TX)
Towson State University (MD)
Trenton State College (NJ)
Troy State University (AL)
University of Akron (OH)
University of Arkansas at Little Rock (AR)
University of Central Arkansas (AR)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Delaware (DE)
University of Houston-Clear Lake (TX)
University of Houston-Downtown (TX)
University of Maine at Farmington (ME)
University of Maine at Fort Kent (ME)
University of Maine at Presque Isle, (ME)
University of Memphis (TN)
University of Minnesota, Duluth (MN)
University of Minnesota, Morris (MN)
University of Missouri-Kansas City (MO)
University of Missouri-St. Louis (MO)
University of Montana (MT)
University of Montevallo (AL)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of Nevada, Las Vegas (NV)
University of North Carolina at Asheville (NC)
University of North Carolina at Greensboro (NC)
University of North Carolina at Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)

Participating Institutions (continued):

University of Pittsburgh at Bradford (PA)
University of Pittsburgh at Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of Puerto Rico-Ponce Technological University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Southwestern Louisiana (LA)
University of Tennessee at Chattagooga (TN)
University of Tennessee at Martin (TN)
University of Tennessee, Memphis (TN)
University of Texas at Arlington (TX)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the Virgin Islands (VI)
University of Toledo (OH)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-Green Bay (WI)
University of Wisconsin-LaCrosse (WI)
University of Wisconsin-Oshkosh (WI)
University of Wisconsin-Platteville (WI)
University of Wisconsin-Stevens Point (WI)
University of Wisconsin-Stout (WI)
University of Wisconsin-Superior (WI)
University of Wisconsin-Whitewater (WI)
Valley City State University (ND)
Valdosta State University (GA)
Washburn University (KS)
Wayne State College (NE)
Weber State University (UT)
West Georgia College (GA)
West Virginia Institute of Technology (WV)
Western Carolina University (NC)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Montana College of University of Montana (MT)
Western Oregon State College (OR)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winston-Salem State University (NC)
Winthrop University (SC)
Wright State University (OH)
York College of the City University of New York (NY)
Youngstown State University (OH)

Total Participating Institutions: 223

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1991-92 and 1994-95

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Agnes Scott College (GA)
Albertus Magnus College (CT)
Albright College (PA)
Alfred University (NY)
Allegheny College (PA)
Allentown College of St. Francis de Sales (PA)
Alma College (MI)
Alverno College (WI)
American College (PA)
Amherst College (MA)
Andover Newton Theological School (MA)
Anna Maria College (MA)
Aquinas College (MI)
Ashbury College (KY)
Ashland University (OH)
Aurora University (IL)
Austin Presbyterian Theological Seminary (TX)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baker College of Flint (MI)
Baker College of Muskegan (MI)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Belmont Abbey College (NC)
Belmont University (TN)
Benedict College (SC)
Bennett College (NC)
Bentley College (MA)
Bethany College (KS)
Bethany College (WV)
Bethel College (IN)
Bethel College (MN)
Bethel College (TN)
Birmingham-Southern College (AL)
Blackburn University (IL)
Bloomfield College (NJ)
Bluefield College (VA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Butler University (IN)
Cabrini College (PA)
Caldwell College (NJ)
Calvin College (MI)
Canisius College (NY)
Capitol College (MD)
Cardinal Stritch College (WI)
Caribbean University College (PR)
Carroll College (WI)
Catawba College (NC)
Catholic University of America, The (DC)
Cazenovia College (NY)
Cedarville College (OH)
Central College (Formerly Central University of Iowa) (IA)
Chapman University (CA)
Charleston Southern University (SC)
Christian Brothers University (TN)
Christian Theological Seminary (IN)
Clarke College (IA)
Clarkson University (NY)
Coker College (SC)
College Misericordia (PA)
College of Mount Saint Vincent (NY)
College of Notre Dame of Maryland (MD)
College of Saint Elizabeth (NJ)
College of Saint Mary (NE)
College of Saint Rose (NY)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College of the Southwest (NM)
Columbia College (MO)
Columbia College (SC)
Columbia Theological Seminary (GA)
Concordia College (MN)
Concordia College (NY)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Dallas Theological Seminary (TX)
Daniel Webster College (NH)
Davidson College (NC)
Defiance College (The) (OH)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College of Blauvelt (NY)

Participating Institutions (continued):

Dordt College (IA)
Drake University (IA)
Drury College (MO)
Duquesne University (PA)
Eastern Baptist Theological Seminary (PA)
Eastern Mennonite University (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmhurst College (IL)
Elmira College (NY)
Emory University (GA)
Eureka College (IL)
Fairfield University (CT)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin College (IN)
Franklin Pierce College (NH)
Freed-Hardeman University (TN)
Friends University (KS)
Gannon University (PA)
Gardner-Webb University (NC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Golden Gate University (CA)
Gonzaga University (WA)
Gordon College (MA)
Gordon-Conwell Theological Seminary (MA)
Goshen College (IN)
Grand View College (IA)
Green Mountain College (VT)
Grinnell College (IA)
Guilford College (NC)
Gwyeneed-Mercy College (PA)
Hampton University (VA)
Hannibal-LaGrange College (MO)
Hastings College (NE)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Hope College (MI)
Houghton College (NY)
Illinois Benedictine College (IL)
Immaculata College (PA)
InterAmerican University (PR)
InterAmerican University of Puerto Rico-Ponce (PR)
Iona College (NY)
Ithaca College (NY)
John Carroll University (OH)
John F. Kennedy University (CA)
Johns Hopkins University (MD)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
LaGrange College (GA)
LaSalle University (PA)
Le Moyne College (NY)
Lebanon Valley College of Pennsylvania (PA)
Lees-McRae College (NC)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis & Clark College (OR)
Lexington Theological Seminary (KY)
Limestone College (SC)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola Marymount University (CA)
Loyola University, New Orleans (LA)
Lubbock Christian University (TX)
Lycoming College (PA)
Lynchburg College (VA)
Lyon College (Formerly Arkansas College) (AR)
Madonna University (MI)
Malone College (OH)
Manchester College (IN)
Manhattan College (NY)
Marian College (IN)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Massachusetts Institute of Technology (MA)
Medaille College (NY)
Memphis Theological Seminary (TN)
Mercer University (GA)
Meredith College (NC)
Merrimack College (MA)
Midland Lutheran College (NE)
Midway College (KY)
Milligan College (TN)
Molloy College (NY)
Moravian College (PA)
Morningside College (IA)

Participating Institutions (continued):

Morris Brown College (GA)
Mount Angel Seminary (OR)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
Niagara University (NY)
North Central College (IL)
North Park College & Theological Seminary (IL)
Northland College (WI)
Northwestern College (IA)
Norwich University (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Occidental College (CA)
Oglethrope University (GA)
Ohio Northern University (OH)
Oklahoma Baptist University (OK)
Olivet College (MI)
Otterbein College (OH)
Our Lady of Holy Cross College (LA)
Our Lady of the Lake University (TX)
Pace University (NY)
Palm Beach Atlantic College (FL)
Park College (MO)
Pepperdine University (CA)
Pfeiffer College (NC)
Pikeville College (KY)
Pine Manor College (MA)
Pittsburgh Theological Seminary (PA)
Point Park College (PA)
Presbyterian College (SC)
Presentation College (SD)
Providence College (RI)
Quincy College (IL)
Quinnipiac College (CT)
Randolph-Macon Woman's College (VA)
Reed College (OR)
Reformed Bible College (MI)
Regent University (VA)
Regis College (MA)
Rhodes College (TN)
Ripon College (WI)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Roosevelt University (IL)
Sacred Heart University (CT)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (ME)
Saint Joseph's University (PA)
Saint Leo College (FL)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Meinrad School of Theology (IN)
Saint Michael's College (VT)
Saint Peter's College (NJ)
Saint Vincent College (PA)
Salem College (NC)
Salem-Teikyo University (WV)
Salve Regina University (RI)
Santa Clara University (CA)
Scripps College (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Siena Heights College (MI)
Simpson College (CA)
Simpson College (IA)
Sioux Falls College (SD)
Skidmore College (NY)
Southern California College (CA)
Spring Arbor College (MI)
St. Ambrose University (IA)
St. Bonaventure University (NY)
St. John Fisher College (NY)
St. Mary's University (TX)
St. Olaf College (MN)
St. Patrick's Seminary (CA)
St. Thomas University (FL)
Stanford University (CA)
Stetson University (FL)
Susquehanna University (PA)
Tabor College (KS)
Teachers College, Columbia University (NY)
Teikyo Post University (CT)
Texas Christian University (TX)
The Sage College (NY)
Transylvania University (KY)
Tri-State University (IN)
Trinity College of Vermont (VT)
Trinity Lutheran Seminary (OH)
Tufts University (MA)
Union College (NE)
Union Theological Seminary of Virginia (VA)
University of Bridgeport (CT)
University of Central Texas (TX)

Participating Institutions (continued):

University of Charleston (The) (WV)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Detroit Mercy (MI)
University of Hartford (CT)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of Pacific (CA)
University of Portland (OR)
University of Rio Grande/Rio Grande Community College (OH)
University of San Diego (CA)
University of San Francisco (CA)
University of St. Thomas (MN)
University of St. Thomas (TX)
University of the Ozarks (AR)
University of Tulsa (OK)
Upper Iowa University (IA)
Ursuline College (OH)
Valparaiso University (IN)
Villanova University (PA)
Viterbo College (WI)
Wartburg College (IA)
Washington and Jefferson College (PA)
Washington College (MD)
West Virginia Wesleyan College (WV)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (MO)
Westminster College of Salt Lake City (UT)
Wheaton College (MA)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Whittier College (CA)
Widener University (PA)
William Jewell College (MO)
William Penn College (IA)
Wisconsin Lutheran College (WI)
Worcester Polytechnic Institute (MA)
Xavier University (OH)
York College of Pennsylvania (PA)

Total Participating Institutions: 345